

The trustees of the Napa County Board of Education provide leadership and advocacy in collaboration with the Napa County Office of Education, school districts and the community to strengthen the local education system and champion policies that enhance student achievement.

Napa County Board of Education Trustees

Don Huffman (Area 1) • Janna Waldinger (Area 2) • Sindy Biederman (Area 3) • Nadine Wade-Gravett (Area 4)
Gerald Parrott (Area 5) • Jean Donaldson (Area 6) • Jennifer Kresge (Area 7)

**Napa County Board of Education
Regular Meeting Agenda**

Tuesday, August 5, 2025, at 3:30 PM
Napa County Office of Education, 2121 Imola Avenue, Napa, CA 94559
<https://napacoe.zoom.us/j/83138714213>

*Members of the public may attend the meeting in-person or virtually.
Please view Public Participation information below.*

1. ORGANIZATION

- A. Call to Order
- B. Flag Salute
- C. Public Participation

Members of the public are invited to participate in person or can join by computer, tablet, smartphone, or telephone. Remote access can be achieved by following the instructions below:

Join from PC, Mac, Linux, iOS or Android:

You are invited to a Zoom webinar.

When: August 5, 2025, 03:30 PM Pacific Time (US and Canada)

Topic: NCOE August 5 Board Meeting

Join from a PC, Mac, iPad, iPhone or Android device:

Please click the link below to join the webinar:

<https://napacoe.zoom.us/j/83138714213>

Or One tap mobile :

+16699006833,,83138714213# US (San Jose)

+16694449171,,83138714213# US

Join via audio:

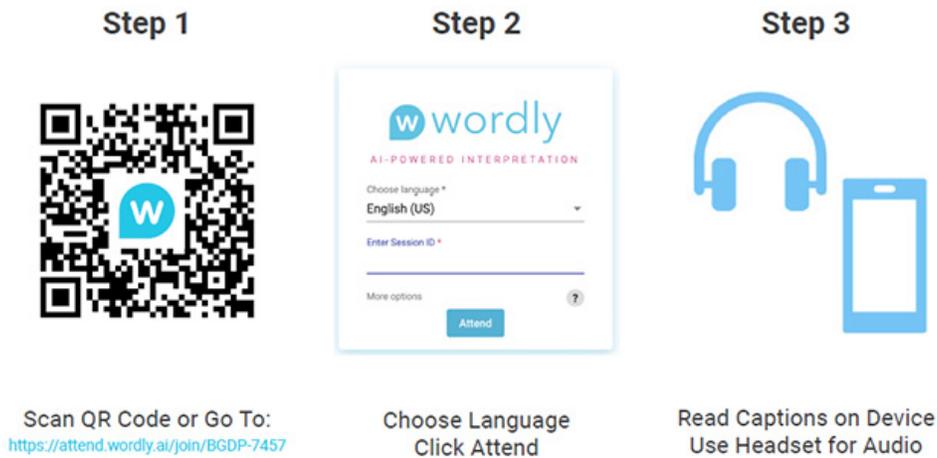
+1 669 900 6833 US (San Jose) or +1 669 444 9171 US or +1 719 359 4580 US or

+1 253 205 0468 US or +1 253 215 8782 US (Tacoma) or +1 346 248 7799 US (Houston)
or +1 507 473 4847 US or +1 564 217 2000 US or +1 646 558 8656 US (New York)
or +1 646 931 3860 US or +1 689 278 1000 US or +1 301 715 8592 US (Washington DC)
or +1 305 224 1968 US +1 309 205 3325 US or +1 312 626 6799 US (Chicago)
or +1 360 209 5623 US or +1 386 347 5053 US

Webinar ID: 831 3871 4213

[Live translation](#) is available using the following instructions:

Board Meetings How to Use Live Translation



- D. Welcome to Visitors
- E. Approval of Agenda
- F. Approval of Minutes – July 8, 2025
- G. Public Comment

Members of the public wishing to provide public comment must request to be called upon using one of the following options:

- i. using the chat feature on the web conference to send a request to meeting hosts, or
- ii. using the hand raising feature in the participant panel on the web conference, or hand raising if in-person attendance, or,
- iii. emailing a request to jmcclore@napacoe.org or smorris@napacoe.org.

Comments by the Public for Items on the Agenda: Anyone may provide public comment to the Board in support of, or in opposition to, any item being presented to the Board for consideration on the agenda during the Board’s consideration of the item. Individuals shall be allowed up to three minutes for their presentation.

Comments by the Public for Items NOT on the Agenda: Suggestions, comments, and requests may be presented to the Board at this time, for items not on the agenda, on those subjects over which the Board has jurisdiction. Normally, the Board will take no action on any topic at this time. Individuals shall be allowed up to three minutes for their presentations.

2. PRESENTATIONS

- A. Oath of Office: Swearing-In of Newly Appointed Napa County Superintendent of Schools Josh Schultz, administered by Napa County District 5 Supervisor Belia Ramos.
- B. NCOE Expanded Learning Summer Programs (Sara Sitch, Director, Community Programs).

3. CORRESPONDENCE, COMMUNICATONS, AND REPORTS

The Superintendent and/or Board members may report miscellaneous items for information purposes.

4. CONSENT AGENDA ITEMS

Background information on these items is provided to the Board prior to the meeting. Action is taken by a common motion without discussion unless discussion of an item(s) is requested by a Board member(s).

- A. Temporary County Certificates: Education Code Section 44332 authorizes the issuance of Temporary County Certificates for the purpose of authorizing salary payments to employees whose credential applications are being processed. (Julie McClure, Associate Superintendent)
- B. Approval of Resolution 2025-14: Board Member Compensation. Napa County Board of Education Bylaw 9250(a) provides for compensation to its Board members for attending meetings. The Bylaw further provides for compensation for members who miss meetings of the Board while performing designated services for the county or absent because of illness, jury duty or a hardship deemed acceptable by the Board. (Julie McClure, Associate Superintendent)

5. ACTION ITEMS

- A. Board Approval of Change Orders for the Napa Early Learning Center Project. The Board will be asked to approve Change Orders for the Napa Early Learning Center Project. (Josh Schultz, Superintendent)

6. SCHEDULED MATTER

Discussion, review, and direction regarding:

- A. Possible motion of support of state and federal legislative updates and positions on legislation. (Gerry Parrott, Board Trustee)

7. INFORMATION ITEMS

- A. Personnel Activity Report: vacancies, listing of personnel appointments, terminations, transfers, etc. (Julie McClure, Associate Superintendent)
- B. Update on Federal Actions Impacting Education (Josh Schultz, Superintendent)
- C. Update on Board Subscriptions to the local news outlets (Julie McClure, Associate Superintendent)

- D. First Reading Board Policy 5131.8 Mobile Communications Devices (Nancy Dempsey, Director, Juvenile Court and Community Schools)
- E. Public Disclosure of NCOE Salary Schedules (Josh Schultz, Superintendent)
- F. Update CBO Position (Josh Schultz, Superintendent)
- G. Update on Student Board Member (Julie McClure, Associate Superintendent)

8. FUTURE AGENDA ITEMS

9. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION

The regular meeting of the Napa County Board of Education will be held September 2, 2025.

10. ADJOURNMENT

In compliance with the American with Disabilities Act, if special assistance is needed to participate in this meeting, contact the Napa County Office of Education (NCOE) at 253-6810. Notification forty-eight hours prior to the meeting will enable the NCOE to make reasonable arrangements to ensure accessibility to this meeting. I HEREBY CERTIFY THE AGENDA FOR THE STATED MEETING WAS POSTED ON THE NCOE WEBSITE AND IN NCOE'S DISPLAY CASE AT 2121 IMOLA AVENUE, NAPA, CA 94559, and the Napa Preschool site, Friday, August 1, 2025. Informational material is available for review at the NCOE.

Ellen Sitter, Recording Secretary

NCOE Board of Education

MEETING OF THE NAPA COUNTY BOARD OF EDUCATION
Tuesday, July 8, 2025

Members present

Jean Donaldson, Gerry Parrott, Jennifer Kresge, Janna Waldinger, Sindy Biederman, Ernie Villalvazo Diaz

Remote Attendance: Don Huffman, Nadine Wade-Gravett

1. ORGANIZATION

A. CALL TO ORDER

Janna Waldinger called the meeting to order at 3:30 p.m.

B. FLAG SALUTE

The salute to the Flag was led by Gerry Parrott.

C. PUBLIC PARTICIPATION

Ms. Waldinger reviewed the instructions for public participation via teleconference.

D. WELCOME TO VISITORS

Visitors were welcomed to the meeting.

E. APPROVAL OF AGENDA

On a motion by Mrs. Biederman and a second by Mr. Donaldson, the Agenda for the July 8, 2025 meeting was approved. Roll call vote: *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mr. Huffman, Mr. Parrott, Mrs. Wade-Gravett. *Noes* – None.

F. APPROVAL OF MINUTES

On a motion by Mrs. Biederman and a second by Mr. Parrott, the Minutes from the regular meeting on June 10, 2025 were approved. Roll call vote: *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Kresge, Mr. Parrott, Mrs. Biederman, Mrs. Kresge, Mr. Huffman, Mrs. Wade-Gravett. *Noes* – None.

G. Public Comment was given.

2. PRESENTATIONS

- A.** Julie McClure, Associate Superintendent, provided an update on the Napa Early Learning Center, including a review of the site map. In addition, Ms. McClure updated the Board on the launch of the Dolly Parton Imagination Library project.

3. CORRESPONDENCE, COMMUNICATIONS, AND REPORTS

- Mr. Villalvazo Diaz reported that he will be returning to Napa High School in the fall and thanked the Board for the opportunity to serve on the Board.
- Mrs. Biederman reported that she is a judge for the Golden Bell awards.
- Mrs. Kresge reported that she has been in contact with the Howell Mountain Elementary School District Superintendent/Principal to offer her assistance in

facilitating a conversation with the parents and encouraged Board Members to offer assistance if they are able.

- Barbara Thorsen, Assistant Director, Community Programs, provided an update on the summer camp programs. Ms. Thorsen shared that she and Dr. Nemko recently visited Unidos Middle School, where a new program called *Wonder Media* is being offered. Dr. Nemko identified the program as a resource for teachers and students who are using it to create their own TED-style talks. The students will showcase their work next week.
- Dr. Nemko reported that each student in the *Wonder Media* summer camp program is required to write a script, create a story board, record themselves, and submit their work to *Wonder Media* for animation. Dr. Nemko noted that during the showcase, each student will receive a certificate, and the Board will be invited to attend the event.
- Dr. Nemko reported that the summer camp program in Calistoga is currently focused on robotics and drones. She plans to visit the camp next week and asked the Board to let her know if they are interested in joining her.
- Dr. Nemko reported that she and others are exploring the possibility of offering a drone course for high school students at the Oxbow property. She is currently in discussions with Mario Piombo and Jennifer Stewart from the Napa Valley Education Foundation regarding the development of the program.
- Dr. Nemko reported that the NCOE has submitted two Golden Bell Award applications.
- Dr. Nemko reported that Attorney General Bonta will be visiting Bel Aire Elementary School on July 10 to discuss the impact of federal funding cuts on schools and invited any interested Board members to attend.
- Dr. Nemko reported on the progress of a preschool child who previously received support from the Superintendent's Fund for orthotics.

4. CONSENT AGENDA ITEMS

A. On a motion by Mrs. Kresge and a second by Mr. Donaldson, the Board approved Consent Agenda Item 4.A. Temporary County Certificates. Roll call vote: Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Kresge, Mr. Parrott, Mrs. Wade-Gravett, Mrs. Biederman, Mr. Huffman, Ms. Waldinger. Noes – None.

B. No action was taken on Consent Agenda Item 4.B. (Board Member Compensation).

5. ACTION ITEMS

A. On a motion by Mrs. Biederman and a second by Mr. Huffman, the Board appointed the current Deputy Napa County Superintendent of Schools to fill a vacancy in the office of County Superintendent of Schools. Roll call vote: Ayes - Mr. Villalvazo Diaz, Mr. Huffman, Mr. Parrott, Mrs. Wade-Gravett, Ms. Waldinger, Mr. Donaldson, Mrs. Biederman. Noes – None. *Abstained* – Mrs. Kresge.

B. On a motion by Mr. Huffman and a second by Mr. Parrott, the Board discussed and subsequently took action to set the compensation for the appointed County Superintendent at the current salary of the Deputy Superintendent (\$288,855.47), and to pay 50% of the County Superintendent's health benefits,

and to offer the same monthly expense account as the current County Superintendent (\$400). The motion was not approved. Roll call vote: *Ayes* – Mr. Villalvazo, Mrs. Huffman, Mrs. Kresge. *Noes* – Mr. Donaldson, Mr. Parrott, Ms. Waldinger, Mrs. Biederman, Mrs. Wade-Gravett.

Following the initial vote, the Board determined that an amendment was necessary. Mrs. Biederman made a motion to amend the previous action regarding the compensation of the appointed County Superintendent to set the salary at the current salary of the Deputy Superintendent (\$288,855.47), and to pay 100% of the County Superintendent’s health benefits, and to offer the same monthly expense account as the current County Superintendent (\$400). The motion was seconded by Mrs. Wade-Gravett. After discussion, the Board voted to approve the amended motion: Roll call vote: *Ayes* – Mr. Villalvazo Diaz, Mr. Parrott, Mrs. Biederman, Ms. Waldinger, Mr. Donaldson, Mrs. Wade-Gravett. *Noes* – Mr. Huffman, Mrs. Kresge.

- C. On a motion by Mr. Donaldson and a second by Mrs. Kresge, the Board approved the adoption of the 2024-25 Comprehensive School Safety Plan with the addition of the required Instructional Continuity Plan. Roll call vote: *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mr. Huffman, Mr. Parrott, Mrs. Wade-Gravett. *Noes* – None.

6. SCHEDULED MATTER

Mr. Parrott updated the Board on the following legislative matters: AB 291 – Credentialed Educator Apprenticeships; AB 1128 - Student Teacher Support Grants; and AB 715 – Educational Equity and Anti-Discrimination.

7. INFORMATION ITEMS

- A. The Personnel Activity Report was presented.
- B. Mr. Schultz reported no complaints under the Williams Uniform Complaints Procedures Quarterly Report.
- C. Mr. Schultz updated the Board on the federal passage of the OBBBA, and on the federal administration’s action to withhold approximately \$7 billion in federal funding for K-21 education.
- D. Ms. McClure reminded the Board to file Form 470 with Elections by July 31.

- 8. FUTURE AGENDA ITEMS:** 1) Board subscriptions to Press Democrat and Napa Valley Register; 2) Report on CBO position; 3) Presentation from Mentis.

9. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION

The next regular meeting of the Napa County Board of Education will be held Tuesday, August 5, 2025.

10. ADJOURNMENT

There being no further business, the meeting was adjourned at 5:52 p.m.

Respectfully submitted,
Barbara Nemko, Secretary
es

Approved _____ Date _____

MEETING OF THE NAPA COUNTY BOARD OF EDUCATION
Tuesday, June 10, 2025

Members present

Jean Donaldson, Don Huffman, Nadine Wade-Gravett, Gerry Parrott, Janna Waldinger, Sindy Biederman, Jennifer Kresge, Ernie Villalvazo Diaz

1. ORGANIZATION

A. CALL TO ORDER

Vice President Donaldson called the meeting to order at 3:30 p.m.

B. FLAG SALUTE

The salute to the Flag was led by Janna Waldinger.

C. PUBLIC PARTICIPATION

President Waldinger reviewed the instructions for public participation via teleconference.

D. WELCOME TO VISITORS

Visitors were welcomed to the meeting.

E. APPROVAL OF AGENDA

On a motion by Mr. Huffman and a second by Mrs. Biederman, the Agenda for the June 10, 2025 meeting was approved. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mr. Huffman, Mrs. Kresge, Ms. Waldinger, Mr. Parrott, Mrs. Wade-Gravett. Noes – None.

F. APPROVAL OF MINUTES

On a motion by Mr. Parrott and a second by Mrs. Wade-Gravett, the Minutes from the regular meeting on June 3, 2025 were approved. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mr. Huffman, Ms. Waldinger, Mrs. Biederman, Mr. Parrott, Mrs. Wade-Gravett. Noes – None. Abstained – Mrs. Kresge.

G. Public comment was given.

2. CORRESPONDENCE, COMMUNICATIONS, AND REPORTS

- Mr. Huffman reported that he attended the annual Staff Appreciation luncheon at the NCOE.
- Mr. Huffman reported that he attended the Camille Creek graduation and recommended exploring the option of a transcribed translation for Spanish-speaking attendees.
- Mrs. Biederman reported that she attended the CSBA MIG workshop in April and particularly appreciated a presentation by Madera County.
- Mrs. Biederman reported that she attended the annual Staff Appreciation luncheon at the NCOE.

- Mrs. Biederman reported that she recently attended the Region 3 County Delegate Assembly meeting.
- Mrs. Biederman reported that she attended the American Canyon Middle School play, *Happy Birthday, Grandpa*, in which her granddaughter performed.
- Mrs. Biederman reported that she attended the American Canyon Middle School graduation with Dr. Nemko who received an honorable mention.
- Mrs. Kresge announced that the ACCBE will be holding a Zoom meeting on June 25 and that she will forward the meeting link to Ellen Sitter for distribution to the Board.
- Ms. Waldinger reported that she attended the Mayacamas Charter Middle School graduation.
- Dr. Nemko reported that a Camille Creek student will be meeting with Chief of Police Fabio Rodriguez at the police station tomorrow as part of the student's interest in pursuing a career in law enforcement.
- Dr. Nemko reported that we are having a soft launch of the Dollywood Imagination Library on June 18 at 1:30 at the Napa Preschool, following the preschool graduation at 12:00 noon. Refreshments and a book launch will follow.
- Dr. Nemko reported that a fund-raising event is being planned at Jessel Gallery to raise money for the Dollywood project.
- Dr. Nemko reported that she plans to attend the "Meet Me in the Street" event tomorrow at 5:00 in American Canyon.

3. ACTION ITEMS

- A. On a motion by Mrs. Kresge and a second by Mr. Parrott, the Board approved the Local Control and Accountability Plan (LCAP) for 2025-26 through 2027-28. *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mr. Huffman, Mrs. Kresge, Ms. Waldinger, Mr. Parrott, Mrs. Wade-Gravett. *Noes* – None.
- B. On a motion by Mrs. Biederman and a second by Mr. Donaldson, the Board adopted the Final 2025-2026 Budget. *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mrs. Kresge, Mr. Parrott, Mrs. Wade-Gravett, Ms. Waldinger, Mr. Huffman. *Noes* – None.
- C. On a motion by Mr. Huffman and a second by Mr. Parrott, the Board approved the Golden Bell Nominations: Lead to Literacy Program; and Explore NCOE Program. *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Wade-Gravett, Mrs. Biederman, Mrs. Kresge, Ms. Waldinger, Mr. Huffman, Mr. Parrott. *Noes* – None.

4. INFORMATION ITEMS

- A. Mr. Huffman reported that the Ad Hoc Committee has initiated a compensation plan for the newly appointed Superintendent and is ready to incorporate it into a broader plan outlining the next steps in the superintendent selection process. The

Ad Hoc Committee's recommendation will be presented to the Board for a vote at the July 8 meeting.

- B. Dr. Lucy Edwards provided an update on the Napa COE 2025-2026 District Support Summary Report.
- C. Dr. Lucy Edwards and Nancy Dempsey provided the annual report on LCFF Local Indicators.

Public comment was given.

- 5. FUTURE AGENDA ITEMS:** 1) Ad Hoc Committee to meet and finalize the compensation package for the Interim Superintendent; 2) Board to vote on appointing Josh Schultz as Interim Superintendent; 3) Mr. Schultz to prepare a brief information update on the adopted state budget; and, 4) Board members to inform Ellen Sitter if they plan to attend the September 5-7 County Board Conference in Monterey.

6. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION

The next regular meeting of the Napa County Board of Education will be held Tuesday, July 8, 2025.

7. ADJOURNMENT

There being no further business, the meeting was adjourned at 5:33p.m.

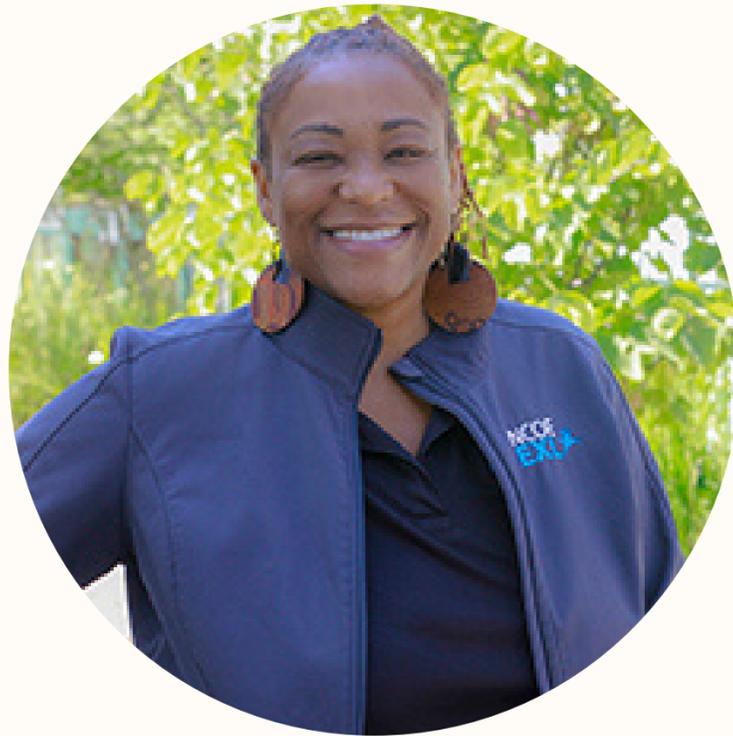
Respectfully submitted,
Barbara Nemko, Secretary
es

Approved _____ Date _____

The background features a white surface decorated with various colorful elements. At the top, there are several circles in teal, orange, and red. To the right, there are yellow and teal zig-zag lines. A yellow star is positioned to the left of the main text, and a teal star is located below it. At the bottom right, there are more circles in teal, orange, and yellow.

Expanded Learning Summer Program 2025

Our Team



Assistant Director, Napa Co
Asha Levert McDowell



Assistant Director, Sonoma Co
Melissa Moore

By the Numbers



+ 20
Partners

1274
Students
Served

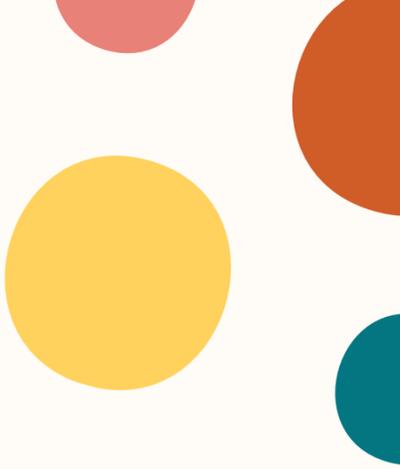
+ 15
Field
Trips

5 weeks &
225 hours of
programming

6 School
Sites



Program Components



1 Academic Support

2 Clubs & Activities

3 Active Recess & Healthy Snacks

4 Field Trips & Fun!



Student Participation!

Napa Co Elementary

Napa Valley
Unified

**Bel Aire Park
Elementary School**

252 students enrolled,
7 classes
TK-5th Grade

Napa Valley
Unified

**Irene Snow
Elementary School**

317 students enrolled,
9 classes
TK-5th Grade

Student Participation!

Napa Co Middle

Calistoga
Joint Unified

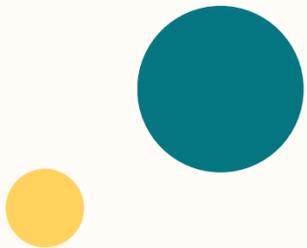
**Calistoga Jr/Sr
High School**

77 students enrolled,
6 classes
6th -8th Grade

Napa Valley
Union

**Unidos
Middle School**

88 students enrolled,
4 classes
5th -8th Grade



Student Participation!

Santa Rosa

Bellevue Union
School District

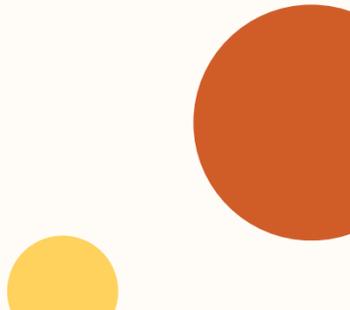
**Taylor Mountain
Elementary School**

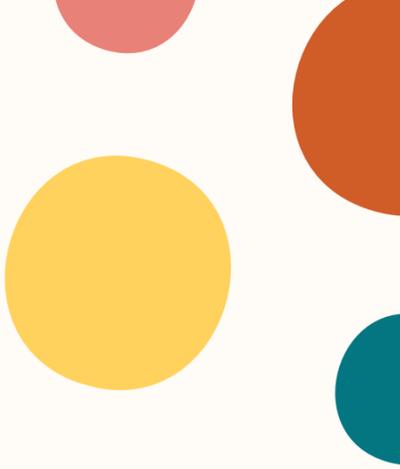
335 students enrolled,
20 classes
TK-5th Grade

Wright Elementary
School District

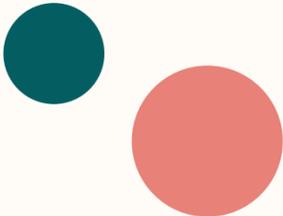
**RL Stevens
Elementary School**

205 students enrolled,
13 classes
TK-5th Grade





What did you do? Clubs & Activities

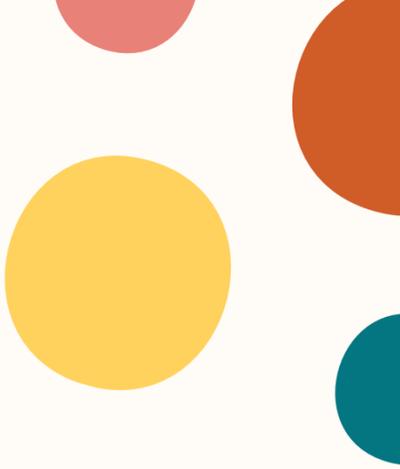
- 1 Bike Rodeo
 - 2 Coding
 - 3 Culinary
 - 4 Dance
 - 5 Magic
 - 6 Photography
 - 7 Youth Cinema Project
 - 8 Wonder Media Animation
- 
- 

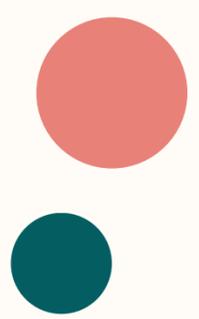
Students in Action





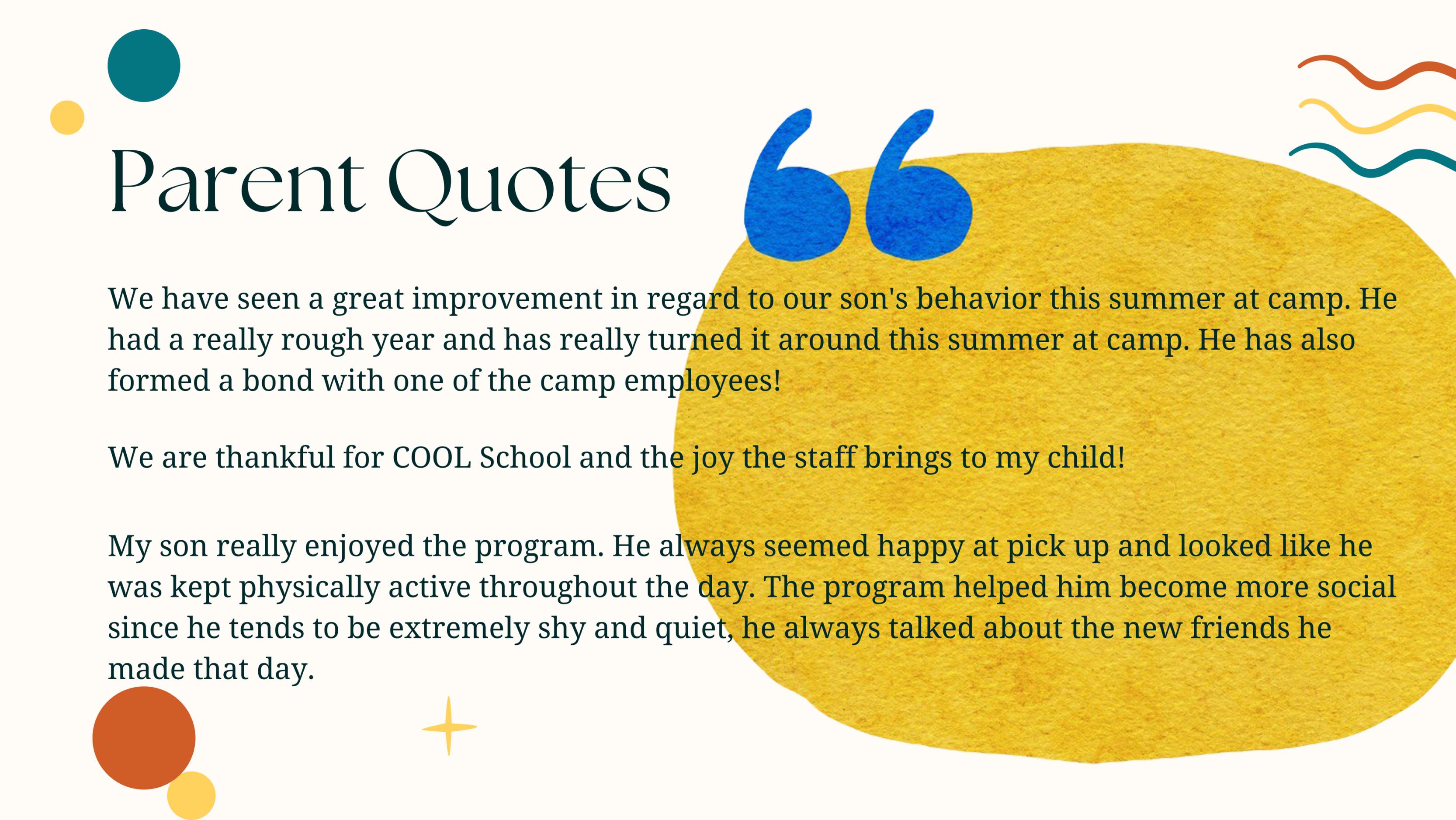
Where did you go? Field Trips



- 
- 
- 1 Academy of Sciences
 - 2 Alcatraz
 - 3 Bay Area Discovery Museum
 - 4 Epicenter
 - 5 Exploratorium
 - 6 Pools
 - 7 Nature Center
 - 8 Oakland Zoo

Students in Action





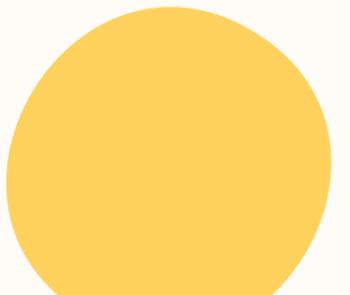
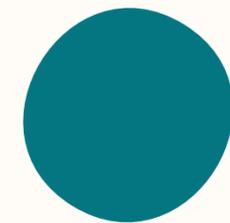
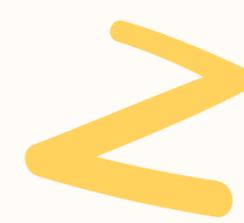
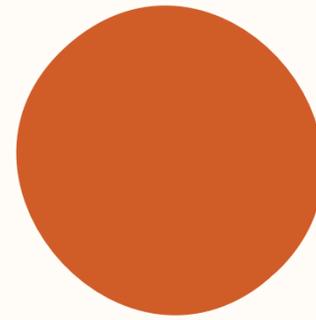
Parent Quotes

We have seen a great improvement in regard to our son's behavior this summer at camp. He had a really rough year and has really turned it around this summer at camp. He has also formed a bond with one of the camp employees!

We are thankful for COOL School and the joy the staff brings to my child!

My son really enjoyed the program. He always seemed happy at pick up and looked like he was kept physically active throughout the day. The program helped him become more social since he tends to be extremely shy and quiet, he always talked about the new friends he made that day.

Thank You!



NAPA COUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D.

Item 4-A
August 5, 2025

TITLE:

Temporary County Certificates

HISTORY:

Education Code Section 44332 authorizes the issuance of Temporary County Certificates for the purpose of authorizing salary payments to certificated employees whose credential applications are being processed. The applicant must make a statement under oath that he or she has duly filed an application for a credential and that to the best of his or her knowledge no reason exists why a certificate should not be issued.

CURRENT PROPOSAL:

Consider approval of Temporary County Certificates. Such a certificate shall be valid for not more than one calendar year from the date of issuance. In no event shall a Temporary Certificate be valid beyond the time that the commission either issues or denies the originally requested credential or permit. Therefore, it is necessary to process these certificates in a timely manner. This authorization extends to all public-school districts under the Napa County Office of Education jurisdiction.

FUNDING SOURCE:

Not Applicable

RECOMMENDATION:

It is recommended that the Napa County Board of Education approve the issuance of the Temporary County Certificates presented at this **August 5, 2025**, meeting.

Prepared by: Sarah White, Credentials Analyst
7/30/2025

**NAPA COUNTY OFFICE OF EDUCATION
Barbara Nemko Ph.D.**

TO: **Napa County Board of Education**
FROM: **Sarah White, Credentials Analyst**

DATE: **August 5, 2025**
Item 4-A

NAPA COUNTY OFFICE OF EDUCATION

<u>NAME</u>	<u>TYPE</u>	<u>DOJ CLEARED</u>	Waiver 72-HR Public Notice YES
Rima Haddad	Child Development Teacher permit	1/14/2010	

NAPA VALLEY UNIFIED SCHOOL DISTRICT

<u>NAME</u>	<u>TYPE</u>	<u>DOJ CLEARED</u>
Araceli Avila Ramos	STSP- Multi Subject	10/13/2024
John Brombach	PIP-SpEd	7/3/2024
Carson Carattini	STSP-SpEd Mild/Mod	5/18/2022
Mariana Diaz	Multi Sub- Cred	8/29/2024
Jessica Dawn Gygax	PIP-SpEd ECSE	3/24/2023
Gwendolyn Hautala	STSP-SpEd Mild/Mod & ECSE	4/24/2025
Clara Mier-Buoncristiani	Multiple Subject- ELAM	9/26/2011
Jose Miranda	PIP-SpEd ECSE	5/23/2025
Veronica Morales	Speech and Language Path	6/18/2025
Hannah Newman	SS- Social Science (Intern)	10/13/2022
Monica Ortiz	SpEd ECSE (Intern)	1/3/2024
Vanessa Perstac	PIP-Multi Subject	10/16/2018
Andrew Nolan	STSP- SS Theater	9/19/2024
Kayla Sanchez	Multiple Subject- ELAM	8/27/2024
Ruthanna Szulawski	PIP-SpEd ECSE	3/20/2014
Lisa Weaver	PIP-SpEd Ex Suppot Service	6/28/2012

**NAPA COUNTY OFFICE OF
EDUCATION
Joshua Schultz, Superintendent**

Item: 5.A.

Date: August 5th, 2025

Title: Board Approval of Early Learning Center Proposed Change Orders

History:

In May of 2025, The Board approved a contract with DMR Builders, Inc., for Modernization of building “E” at the Napa Preschool Program which is to become part of the Early Learning Center. The contractor immediately began work, but due to the age of the building (50 years) and its modular build, many change orders have been proposed.

Current Proposal:

Approve the Proposed Change Orders to the ELC Modernization project.

Funding Source:

Child Start Partners, County School Facilities Fund

Recommended By: Joshua Schultz, Superintendent

Prepared By: Jeremy Smith, Director of General Services

Napa County Office of Education Early Learning Center Modernization

Bid received May 5, 2025

Bid awarded May 9, 2025 - ***\$1,204,100.00***

PCO 1 - Chain Link Fence Removal- ***\$1,237.72***

PCO 2 - Tackboard wall panel removal and disposal- ***\$4,950.89***

PCO 3 - Ceiling Insulation Remove and install new existing insulation- ***\$14,588.39***

PCO 4 - Asbestos Removal and disposal of tile and drywall containing asbestos- ***\$24,943.3600***

PCO 5 - Chain Link Fence *VOIDED* reinstall chain link- ***\$00.00***

PCO 6 - Gypsum Board Provide and install Gypsum board at existing walls- ***\$95,134.90***

PCO 7 - Unforeseen plywood remove and replacement- ***\$9,408.15***

PCO 8 - Dry Rot Repair Remove and replace- ***\$12,017.54***

PCO 9 - Additional Ceiling Tile- ***\$29,384.28***

PCO 10 - Daily Asbestos Monitoring during abatement- ***\$16,243.75***

PCO 11 - Electrical RFI- ***\$3,605.25***

PCO 12 - Rooter Service- ***\$1,436.35***

PCO 13 - Isolation Valve- ***\$1,265.00***

PCO 14 - Ceiling Access Door- ***\$3,807.29***

PCO 15 - Remove and Patch Additional Concrete- ***\$15,355.67***

PCO 16 - Sewer Line Route- ***\$8,286.90***

PCO 17 - Ceiling Grid- ***\$8,008.85***

PCO 18 – Modernization of Light Fixtures- ***\$70,765.25***

PCO 19 - Additional Trenching- ***\$7,710.88***

PCO 20 - Additional Asphalt Removal and Paving for Drainage- ***\$30,468.10***

Updated Project cost- ***\$1,562,718.52***

NAPA COUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D., Superintendent

TO: Napa County Board of Education

DATE: August 5, 2025

FROM: John Zikmund, Human Resources

RE: Personnel Activity

BOARD ITEM: 7A

NEW CERTIFICATED EMPLOYEE

Shelly Thelen – Curriculum and Instruction Manager, Continuous Improvement and Academic Support

Andrea Karjack – Child Development Teacher, Early Learning Services

Jodi Andino – Special Education Teacher, Napa Infant Program, Early Learning Services

NEW CLASSIFIED EMPLOYEE

Martha Urzua Alvarado- ECE Assistant, Early Learning Services

CHANGE IN ASSIGNMENT

Christine Missmer – Accounting Technician to Retirement/ Payroll Specialist, Fiscal Services

Joshua Schultz – Deputy Superintendent/CBO, Business Services to Superintendent

RESIGNATION

Maria Balderas - ECE Assistant, Early Learning Services

RETIREMENT ANNOUNCEMENTS

None

TERMINATION

None

LAYOFF/NON-REELECTS/TEMPORARY RELEASE NOTICES

None

POSITION VACANCIES

Speech and Language Pathologist - Early Learning Services

Early Childhood Education Associate Teacher – Early Learning Services

Early Childhood Education Child Development Teacher – Early Learning Services

Associate Superintendent/CBO – Business Services

Accounting Technician – Fiscal Services

NAPA COUNTY OFFICE OF EDUCATION
Joshua Schultz, Superintendent

Item 7.D.

August 5th, 2025

TITLE: First Reading of Board Policy 5131.8: Mobile Communication Devices

HISTORY: The following policy will be mandated beginning the July 1, 2026 and may be revised to reflect district practice. Pursuant to Education Code 48901.7, as amended by AB 3216 (CH. 500, Statutes of 2024), the Governing Board is required, by July 1, 2026 to adopt a policy that limits or prohibits the use of smartphones while at a school site or under the supervision and control of a district employee(s), and subsequently, to update the policy every five years.

CURRENT PROPOSAL:

It is recommended that the Board review Board Policy 5131.8: Mobile Communication Devices for Camille Creek Community School as required by Education Code 48901.7.

FUNDING SOURCE:

N/A

SPECIFIC RECOMMENDATION:

It is recommended that the Board review Board Policy 5131.8: Mobile Communication Devices.

Prepared by: Nancy Dempsey
July 29th, 2025

County Board Policy 5131.8: Mobile Communication Devices

Status: DRAFT

Original Adopted Date: Pending

INSTRUCTIONS FOR USE: THE FOLLOWING DOCUMENT WAS DRAFTED FOR USE BY SCHOOL DISTRICTS. THIS DOCUMENT MAY OR MAY NOT INCLUDE GLOBAL CHANGES FOR THE CONVENIENCE OF COUNTY OFFICES OF EDUCATION WISHING TO USE THESE POLICIES (e.g., CHANGING "SCHOOL DISTRICT" TO "COUNTY OFFICE OF EDUCATION" AND "SCHOOL BOARD" TO "COUNTY SCHOOL BOARD", "SUPERINTENDENT" TO "COUNTY SUPERINTENDENT", ETC.). ALSO, THE DOCUMENT HAS NOT BEEN REVISED TO REFLECT UNIQUE ROLES OF THE COUNTY BOARD OF EDUCATION, THE COUNTY SUPERINTENDENT AND THEIR SHARED RESPONSIBILITY FOR GOVERNANCE OF THE COUNTY OFFICE OF EDUCATION. COUNTY OFFICES OF EDUCATION SHOULD CAREFULLY REVIEW AND REVISE THIS DOCUMENT AS APPROPRIATE FOR THEIR PARTICULAR USE. THERE ARE VARIOUS DOCUMENT TYPE DESIGNATIONS AVAILABLE FOR COUNTY OFFICES OF EDUCATION FOR THEIR SPECIFIC USE (e.g., BOARD POLICY, SUPERINTENDENT POLICY, REGULATION, EXHIBIT, ETC.). DOCUMENT TYPES MAY BE CHANGED TO REFLECT LOCAL PRACTICE PRIOR TO ADOPTION.

CSBA NOTE: The following policy will be mandated beginning July 1, 2026, and may be revised to reflect district practice. Pursuant to Education Code 48901.7, as amended by AB 3216 (Ch. 500, Statutes of 2024), the Governing Board is required, by July 1, 2026, to adopt policy that limits or prohibits student use of smartphones while at a school site or under the supervision and control of district employee(s), and subsequently, to update the policy every five years.

Additionally, Education Code 48901.5 authorizes the district to regulate the use of electronic signaling devices that operate through the transmission or receipt of radio waves, unless essential for a student's health.

The U.S. Department of Education's 2024 guidance, "Planning Together: A Playbook for Student Personal Device Policies," provides districts guidance for adopting policies around the use of cellphones and personal devices on campus.

Students shall not use smartphones or other mobile communication devices while at a school site or under the supervision and control of a district employee.

CSBA NOTE: The following applies to all districts, irrespective of which option the district chooses. Education Code 48901.7 specifies circumstances in which the district is not permitted to prohibit student use of smartphones and other mobile communication devices.

However, a student shall not be prohibited from possessing or using a mobile communication device under any of the following circumstances: (Education Code 48901.5, 48901.7)

1. In the case of an emergency, or in response to a perceived threat of danger
2. When a teacher or administrator grants permission to the student to possess or use a mobile communication device, subject to any reasonable limitation imposed by that teacher or administrator
3. When a licensed physician or surgeon determines that the possession or use is necessary for the student's health and well-being
4. When the possession or use is required by the student's individualized education program

CSBA NOTE: Pursuant to Education Code 48901.7, as amended by AB 3216, the district's policy may include enforcement mechanisms that limit student access to smartphones. However, the district is not permitted to monitor, collect, or otherwise access any information related to a student's online activities.

The Superintendent or designee may undertake measures or strategies in accordance with law, to limit student access to smartphones and other mobile communication devices on campus. (Education Code 48901.7)

Smartphones and other mobile communication devices shall not be used in any manner which infringes on the privacy rights of any other person.

CSBA NOTE: Penal Code 1546.1 prohibits warrantless searches of students' personal electronic devices such as mobile phones, except in the circumstances specified in the following paragraph. Additionally, a search of a student's personally owned mobile communication device may be subject to the Fourth Amendment of the U.S.

Constitution, which prohibits unreasonable search and seizure. See BP/AR 5145.12 - Search and Seizure. It is recommended that the district consult CSBA's District and County Office of Education Legal Services or district legal counsel, with questions related to the search of a student's mobile communication device.

A student's personal electronic device shall not be searched without the consent of the student's parent/guardian, except pursuant to a lawfully issued warrant, when a school official, in good faith, believes that an emergency involving danger of death or serious physical injury to the student or others requires access to the electronic device information, or when the search is otherwise permitted pursuant to Penal Code 1546.1.

When a student uses a mobile communication device in an unauthorized manner while at a school site or under the supervision and control of a district employee, the student may be disciplined and the district employee may temporarily confiscate the device. The employee shall store the device securely until it is returned to the student or turned over to the principal or designee, as appropriate.

CSBA NOTE: The following optional paragraph addresses students' off-campus conduct during nonschool hours. In general, courts have upheld districts' discipline of students for off-campus conduct that posed a threat to the safety of other students, staff, or school property or presented a risk of substantial disruption of school activities, provided that the district was able to document the impact or disruption that the conduct had, or could be expected to have, on school activities.

Pursuant to Education Code 48900, districts have the authority to suspend or expel students who engage in cyberbullying off campus, provided that the act meets the criteria specified in the definition of "bullying" in Education Code 48900, which are a severe or pervasive physical or verbal act or conduct that has or can be reasonably predicted to have the effect of placing a reasonable student in fear of harm to the student's person or property, causing a substantially detrimental effect on the student's physical or mental health, causing substantial interference with the student's academic performance, or causing substantial interference with the student's ability to participate in or benefit from school services, activities, or privileges. For more information regarding bullying, including cyberbullying, see BP 5131.2 - Bullying.

In adopting policy related to off-campus conduct, it is recommended that districts consult CSBA's District and County Office of Education Legal Services or district legal counsel to ensure that the policy does not violate students' First Amendment rights to freedom of speech or expression. For more information regarding freedom of speech or expression, see BP 5145.2 - Freedom of Speech/Expression.

A student may also be subject to discipline, in accordance with law, Board policy, or administrative regulation, for off-campus use of a mobile communication device which poses a threat or danger to the safety of students, staff, or district property or substantially disrupts school activities.

The district will not be responsible or liable for a student's mobile communication device which is brought on campus or to a school activity and is lost, stolen, or damaged.

CSBA NOTE: Pursuant to Education Code 48901.7, as amended by AB 3216, the district's policy limiting or prohibiting student use of smartphones while at a school site or under the supervision and control of district employee(s) is required to be updated every five years.

The Board shall review and, as necessary, update this policy at least once every five years. Any such review or update shall include significant stakeholder participation to ensure that the policy is responsive to the unique needs and desires of the school community.

The following cell phone policy will be reviewed with parents in the annual intake packet and students and parents will sign the form accordingly.

Cell Phone Policy Acknowledgement Form

Students are permitted to bring cell phones to the campus but must turn their devices off and turn them into the office upon entering the campus. Students that need to contact their parents during the school day may ask to use the office phone, preferably during breaks and lunch. Students may use cell phones during and after school with permission and staff present. If a student uses a cell phone on campus without permission or fails to turn them in upon entry, the following consequences will take place.

First occurrence: Warning

Second occurrence: Parent picks up the phone at their convenience

Thereafter: Parents pick up phone and student serves 3 hours after school.

By signing this form, I acknowledge that I have been informed and clearly understand the Electronic Device (cell phone) Policy set by the Napa County Office of Education.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 300-307	Duties of students
Civ. Code 1714.1	Liability of parent or guardian for act of willful misconduct by a minor
Ed. Code 35181	Governing board authority to set policy on responsibilities of students
Ed. Code 35291-35291.5	School discipline rules
Ed. Code 44807	Duty concerning conduct of students
Ed. Code 48900-48925	Suspension and expulsion
Ed. Code 48901.5	Prohibition of electronic signaling devices
Ed. Code 48901.7	Limitation or prohibition of student use of cell phones
Ed. Code 51512	Prohibited use of electronic listening or recording device
Pen. Code 288.2	Harmful matter with intent to seduce
Pen. Code 313	Harmful matter
Pen. Code 647	Use of camera or other instrument to invade person's privacy; misdemeanor
Pen. Code 653.2	Electronic communication devices, threats to safety
Veh. Code 23123-23124	Prohibitions against use of electronic devices while driving

Management Resources	Description
California Department of Education Publication	Bullying at School, 2003
Court Decision	Tinker v. Des Moines Independent Community School District, (1969) 393 U.S. 503
Court Decision	New Jersey v. T.L.O. (1985) 469 U.S. 325
Court Decision	J.C. v. Beverly Hills Unified School District, (2010) 711 F.Supp.2d 1094
CSBA Publication	Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011
CSBA Publication	Cyberbullying: Policy Considerations for Boards, Policy Brief, rev. July 2010
Website	National School Safety Center
Website	Center for Safe and Responsible Internet Use
Website	California Department of Education, Safe Schools

Napa County Office of Education
Joshua Schultz, Superintendent

Item:7.E.
August 5, 2025
Board Meeting

TITLE:

Public Disclosure of 2025-26 Collective Bargaining Agreements and Salary Schedules

HISTORY:

Public school employers are required to disclose the major provisions of collective bargaining agreements, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal year, at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.

The attached disclosures cover all NCOE bargaining units.

FUNDING SOURCE:

All NCOE Operating Funds

SPECIFIC RECOMMENDATION:

For public disclosure only.

PREPARED BY:

Josh Schultz, Deputy Superintendent

KB:8/1/2025

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

**FORM FOR CERTIFICATION OF THE PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)**

Napa County Office of Education

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Napa County Federation of Teachers American Federation Local 4067 | BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on **08/05/25**

A. **PERIOD OF AGREEMENT:**
The proposed bargaining agreement covers the period beginning and ending

	07/01/25
	06/30/28

B. **TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)**
The total change in costs for salaries and employee benefits in the proposed agreement:

1.	Current Year Costs Before Agreement	\$	5,181,520.29
2.	Current Year Costs After Agreement	\$	5,380,270.93
3.	Total Cost Change		\$198,750.64
4.	Percentage Change		3.84%
5.	Value of a 1% Change		49,688

C. **PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE**
The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1.	Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time bonus/stipend or salary reduction)		4.0%
2.	Step & Column (Average % Change Over Prior Year Salary Schedule)		

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

3.	TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	4%
4.	Change in # of Work Days (+/-) Related to % Change	None
5.	Total # of Work Days to be provided in Fiscal Year	Range 184 to 223 days
6.	Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	Range 180 to 243 days

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	1,101,028.45
2.	Cost of Benefits After Agreement	1,136,559.42
3.	Percentage Change in Total Costs	3.23%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$ 57,794,181.71
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$ 1,733,825.45

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$2,133,500.28
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$2,133,500.28

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	\$ -
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$2,133,500.28
9.	Percentage of General Fund Expenditures/Uses	3.69%
	Difference between District Reserves and Minimum State Requirement	\$399,67483

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

2.5% on-schedule increase in 2026-27 and an additional 2.5% on-schedule salary increase in 2027-28.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The Multiyear Projection submitted with the Adopted Budget for 2025-26 includes the projected salary schedule increases for the two outyears. The MYP shows the ability of NCOE to maintain the Reserve for Economic Uncertainties in all years.

H. NARRATIVE OF AGREEMENT

The negotiated agreement between Napa COE and the NCFT bargaining group includes a 4% on-schedule salary increase effective 7/1/2025. Additional increases of 2.5% each year for the two future years are also included. Reopeners in the two future years include two non-monetary articles and monetary triggers if the LCFF and State Preschool COLAs are higher than 3% OR the Kaiser health care premium increase exceeds 10%.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

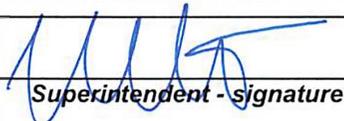
Expenditure increases resulting from this bargained agreement will be supported by both Unrestricted and Restricted funding sources and allocated based on positional funding.

CERTIFICATION NO. 2

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.


Superintendent - signature

8/1/25
Date

Chief Business Official- signature

Date

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

FORM FOR CERTIFICATION OF THE PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

Napa County Office of Education

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Service Employees International Union, Local 1021 BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on 08/05/25

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning 07/01/25
and ending 06/30/28

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1.	Current Year Costs Before Agreement	\$	5,493,664.54
2.	Current Year Costs After Agreement	\$	5,688,611.90
3.	Total Cost Change		\$194,947.36
4.	Percentage Change		3.55%
5.	Value of a 1% Change		48,739

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1.	Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time bonus/stipend or salary reduction)		4.0%
2.	Step & Column (Average % Change Over Prior Year Salary Schedule)		

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

3.	TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	4%
4.	Change in # of Work Days (+/-) Related to % Change	None
5.	Total # of Work Days to be provided in Fiscal Year	Range 198 to 261 days
6.	Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	Range 180 to 243 days

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	1,745,158.00
2.	Cost of Benefits After Agreement	1,790,163.30
3.	Percentage Change in Total Costs	2.58%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$ 57,794,181.71
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$ 1,733,825.45

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$2,133,500.28
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$2,133,500.28

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	\$ -
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$2,133,500.28
9.	Percentage of General Fund Expenditures/Uses	3.69%
Difference between District Reserves and Minimum State Requirement		\$399,674.83

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

2.5% on-schedule increase in 2026-27 and an additional 2.5% on-schedule salary increase in 2027-28.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The Multiyear Projection submitted with the Adopted Budget for 2025-26 includes the projected salary schedule increases for the two outyears. The MYP shows the ability of NCOE to maintain the Reserve for Economic Uncertainties in all years.

H. NARRATIVE OF AGREEMENT

The negotiated agreement between Napa COE and the SEIU bargaining group includes a 4% on-schedule salary increase effective 7/1/2025. Additional increases of 2.5% each year for the two out years is also included. Reopeners include two non-monetary articles in 2026-27 and two non-monetary articles and one monetary article in 2027-28.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

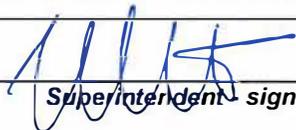
Expenditure increases resulting from this bargained agreement will be supported by both Unrestricted and Restricted funding sources and allocated based on positional funding.

CERTIFICATION NO. 2

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.



Superintendent signature

8/1/25

Date

Chief Business Official- signature

Date

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

FORM FOR CERTIFICATION OF THE PUBLIC DISCLOSURE
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

Napa County Office of Education

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

(This information is pulled from the SUMMARY section of this file which should be completed FIRST)

MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE

Napa Association of Pupil Services

BARGAINING UNIT

To be acted upon by the Governing Board at its meeting on

08/05/25

A. PERIOD OF AGREEMENT:

The proposed bargaining agreement covers the period beginning and ending

07/01/25

06/30/26

B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)

The total change in costs for salaries and employee benefits in the proposed agreement:

1.	Current Year Costs Before Agreement	\$	282,391.10
2.	Current Year Costs After Agreement	\$	293,669.36
3.	Total Cost Change		\$11,278.26
4.	Percentage Change		3.99%
5.	Value of a 1% Change		2,819

C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1.	Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time bonus/stipend or salary reduction)	4.0%
2.	Step & Column (Average % Change Over Prior Year Salary Schedule)	

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

3.	TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	4%
4.	Change in # of Work Days (+/-) Related to % Change	None
5.	Total # of Work Days to be provided in Fiscal Year	Range 184 to 200 days
6.	Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	Range 180 to 200 days

D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:

1.	Cost of Benefits Before Agreement	53,721.87
2.	Cost of Benefits After Agreement	55,852.91
3.	Percentage Change in Total Costs	3.97%

E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	\$ 57,794,181.71
2.	Percentage Reserve Level State Standard for District:	3.0%
3.	Amount of State Minimum Reserve Standard:	\$ 1,733,825.45

SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:

GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)

4.	Reserve for Economic Uncertainties (Object 9789)	\$2,133,500.28
5.	Unassigned/Unappropriated (Object 9790)	
6.	Total Reserves: (Object 9789 + 9790)	\$2,133,500.28

SPECIAL RESERVE FUND (Fund 17, as applicable)

7.	Reserve for Economic Uncertainties (Object 9789)	\$ -
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TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:

8.	General Fund & Special Reserve Fund:	\$2,133,500.28
9.	Percentage of General Fund Expenditures/Uses	3.69%
Difference between District Reserves and Minimum State Requirement		\$399,674.83

CERTIFICATION OF COLLECTIVE BARGAINING AGREEMENT

F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS

This is a single year agreement, covering only 2025-26.

G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

The Multiyear Projection submitted with the Adopted Budget for 2025-26 includes the projected salary schedule increases for the two outyears. The MYP shows the ability of NCOE to maintain the Reserve for Economic Uncertainties in all years.

H. NARRATIVE OF AGREEMENT

The negotiated agreement between Napa COE and the NAPS bargaining group includes a 4% on-schedule salary increase effective 7/1/2025.

I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT

The following source(s) of funding have been identified to fund the proposed agreement

Expenditure increases resulting from this bargained agreement will be supported by both Unrestricted and Restricted funding sources and allocated based on positional funding.

CERTIFICATION NO. 2

To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.



Superintendent - signature

8/1/25

Date

Chief Business Official- signature

Date

2025-26 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/25 (per TA 6-10-2025)

Daily Rates

Step	I	II	III	IV	V	VI
				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
1	\$309.43	\$324.91	\$341.15	\$358.21	\$376.12	\$394.93
2	\$321.81	\$337.91	\$354.80	\$372.54	\$391.16	\$410.73
3	\$334.68	\$351.43	\$368.99	\$387.44	\$406.81	\$427.16
4	\$348.07	\$365.49	\$383.75	\$402.94	\$423.08	\$444.25
5	\$361.99	\$380.11	\$399.10	\$419.06	\$440.00	\$462.02
6	\$376.47	\$395.31	\$415.06	\$435.82	\$457.60	\$480.50
7	\$386.82	\$406.18	\$426.47	\$447.81	\$470.18	\$493.71
8	\$397.46	\$417.35	\$438.20	\$460.12	\$483.11	\$507.29
9	\$407.40	\$427.78	\$449.16	\$471.62	\$495.19	\$519.97
10	\$417.59	\$438.47	\$460.39	\$483.41	\$507.57	\$532.97
11	\$428.03	\$449.43	\$471.90	\$495.50	\$520.26	\$546.29
12	\$438.73	\$460.67	\$483.70	\$507.89	\$533.27	\$559.95
13	\$444.21	\$466.43	\$489.75	\$514.24	\$539.94	\$566.95
14	\$449.76	\$472.26	\$495.87	\$520.67	\$546.69	\$574.04
15				\$525.88	\$552.16	\$579.78
16				\$531.14	\$557.68	\$585.58
17				\$536.45	\$563.26	\$591.44
18				\$541.81	\$568.89	\$597.35
19				\$547.23	\$574.58	\$603.32
20				\$552.70	\$580.33	\$609.35
21				\$558.23	\$586.13	\$615.44
22				\$563.81	\$591.99	\$621.59
23				\$569.45	\$597.91	\$627.81
24				\$575.14	\$603.89	\$634.09

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:


6/16/25

Date:

2026-27 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/26 (per TA 6-10-2025)

Daily Rates

Step	I	II	III	IV	V	VI
				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
1	\$317.17	\$333.03	\$349.68	\$367.17	\$385.52	\$404.80
2	\$329.86	\$346.35	\$363.67	\$381.86	\$400.94	\$420.99
3	\$343.05	\$360.20	\$378.22	\$397.13	\$416.98	\$437.83
4	\$356.77	\$374.61	\$393.35	\$413.02	\$433.66	\$455.34
5	\$371.04	\$389.59	\$409.08	\$429.54	\$451.01	\$473.55
6	\$385.88	\$405.17	\$425.44	\$446.72	\$469.05	\$492.49
7	\$396.49	\$416.31	\$437.14	\$459.00	\$481.95	\$506.03
8	\$407.39	\$427.76	\$449.16	\$471.62	\$495.20	\$519.95
9	\$417.57	\$438.45	\$460.39	\$483.41	\$507.58	\$532.95
10	\$428.01	\$449.41	\$471.90	\$495.50	\$520.27	\$546.27
11	\$438.71	\$460.65	\$483.70	\$507.89	\$533.28	\$559.93
12	\$449.68	\$472.17	\$495.79	\$520.59	\$546.61	\$573.93
13	\$455.30	\$478.07	\$501.99	\$527.10	\$553.44	\$581.10
14	\$460.99	\$484.05	\$508.26	\$533.69	\$560.36	\$588.36
15				\$539.03	\$565.96	\$594.24
16				\$544.42	\$571.62	\$600.18
17				\$549.86	\$577.34	\$606.18
18				\$555.36	\$583.11	\$612.24
19				\$560.91	\$588.94	\$618.36
20				\$566.52	\$594.83	\$624.54
21				\$572.19	\$600.78	\$630.79
22				\$577.91	\$606.79	\$637.10
23				\$583.69	\$612.86	\$643.47
24				\$589.53	\$618.99	\$649.90

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:

Date:


 6/16/25

2027-28 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/27 (per TA 6-10-2025)

Daily Rates

Step	I	II	III	IV	V	VI
				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
1	\$325.10	\$341.36	\$358.42	\$376.35	\$395.16	\$414.92
2	\$338.10	\$355.01	\$372.76	\$391.40	\$410.97	\$431.52
3	\$351.62	\$369.21	\$387.67	\$407.06	\$427.41	\$448.78
4	\$365.68	\$383.98	\$403.18	\$423.34	\$444.51	\$466.73
5	\$380.31	\$399.34	\$419.31	\$440.27	\$462.29	\$485.40
6	\$395.52	\$415.31	\$436.08	\$457.88	\$480.78	\$504.82
7	\$406.40	\$426.73	\$448.07	\$470.47	\$494.00	\$518.70
8	\$417.58	\$438.47	\$460.39	\$483.41	\$507.59	\$532.96
9	\$428.02	\$449.43	\$471.90	\$495.50	\$520.28	\$546.28
10	\$438.72	\$460.67	\$483.70	\$507.89	\$533.29	\$559.94
11	\$449.69	\$472.19	\$495.79	\$520.59	\$546.62	\$573.94
12	\$460.93	\$483.99	\$508.18	\$533.60	\$560.29	\$588.29
13	\$466.69	\$490.04	\$514.53	\$540.27	\$567.29	\$595.64
14	\$472.52	\$496.17	\$520.96	\$547.02	\$574.38	\$603.09
15				\$552.49	\$580.12	\$609.12
16				\$558.01	\$585.92	\$615.21
17				\$563.59	\$591.78	\$621.36
18				\$569.23	\$597.70	\$627.57
19				\$574.92	\$603.68	\$633.85
20				\$580.67	\$609.72	\$640.19
21				\$586.48	\$615.82	\$646.59
22				\$592.34	\$621.98	\$653.06
23				\$598.26	\$628.20	\$659.59
24				\$604.24	\$634.48	\$666.19

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:

Date:


6/16/25

2025-26 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/25 (per TA 6-10-2025)

Annual Rates						
Days	I	II	III	IV	V	VI
184				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
Step	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
1	\$56,935	\$59,783	\$62,772	\$65,911	\$69,206	\$72,667
2	\$59,213	\$62,175	\$65,283	\$68,547	\$71,973	\$75,574
3	\$61,581	\$64,663	\$67,894	\$71,289	\$74,853	\$78,597
4	\$64,045	\$67,250	\$70,610	\$74,141	\$77,847	\$81,742
5	\$66,606	\$69,940	\$73,434	\$77,107	\$80,960	\$85,012
6	\$69,270	\$72,737	\$76,371	\$80,191	\$84,198	\$88,412
7	\$71,175	\$74,737	\$78,470	\$82,397	\$86,513	\$90,843
8	\$73,133	\$76,792	\$80,629	\$84,662	\$88,892	\$93,341
9	\$74,962	\$78,712	\$82,645	\$86,778	\$91,115	\$95,674
10	\$76,837	\$80,678	\$84,712	\$88,947	\$93,393	\$98,066
11	\$78,758	\$82,695	\$86,830	\$91,172	\$95,728	\$100,517
12	\$80,726	\$84,763	\$89,001	\$93,452	\$98,122	\$103,031
13	\$81,735	\$85,823	\$90,114	\$94,620	\$99,349	\$104,319
14	\$82,756	\$86,896	\$91,240	\$95,803	\$100,591	\$105,623
15				\$96,762	\$101,597	\$106,680
16				\$97,730	\$102,613	\$107,747
17				\$98,707	\$103,640	\$108,825
18				\$99,693	\$104,676	\$109,912
19				\$100,690	\$105,723	\$111,011
20				\$101,697	\$106,781	\$112,120
21				\$102,714	\$107,848	\$113,241
22				\$103,741	\$108,926	\$114,373
23				\$104,779	\$110,015	\$115,517
24				\$105,826	\$111,116	\$116,673

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

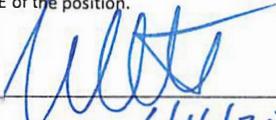
Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:

Date:


6/16/25

2025-26 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/25 (per TA 6-10-2025)

Days	Annual Rates					
	I	II	III	IV	V	VI
	Bachelors	Bachelors & 15 Units	Bachelors & 30 Units	Bachelors & 45 Units	Bachelors & 60 Units	Masters
Step	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
200				Masters or	Masters+15	
	Bachelors	Bachelors & 15 Units	Bachelors & 30 Units	Bachelors & 45 Units	Bachelors & 60 Units	Masters
1	\$61,886	\$64,982	\$68,230	\$71,642	\$75,224	\$78,986
2	\$64,362	\$67,582	\$70,960	\$74,508	\$78,232	\$82,146
3	\$66,936	\$70,286	\$73,798	\$77,488	\$81,362	\$85,432
4	\$69,614	\$73,098	\$76,750	\$80,588	\$84,616	\$88,850
5	\$72,398	\$76,022	\$79,820	\$83,812	\$88,000	\$92,404
6	\$75,294	\$79,062	\$83,012	\$87,164	\$91,520	\$96,100
7	\$77,364	\$81,236	\$85,294	\$89,562	\$94,036	\$98,742
8	\$79,492	\$83,470	\$87,640	\$92,024	\$96,622	\$101,458
9	\$81,480	\$85,556	\$89,832	\$94,324	\$99,038	\$103,994
10	\$83,518	\$87,694	\$92,078	\$96,682	\$101,514	\$106,594
11	\$85,606	\$89,886	\$94,380	\$99,100	\$104,052	\$109,258
12	\$87,746	\$92,134	\$96,740	\$101,578	\$106,654	\$111,990
13	\$88,842	\$93,286	\$97,950	\$102,848	\$107,988	\$113,390
14	\$89,952	\$94,452	\$99,174	\$104,134	\$109,338	\$114,808
15				\$105,176	\$110,432	\$115,956
16				\$106,228	\$111,536	\$117,116
17				\$107,290	\$112,652	\$118,288
18				\$108,362	\$113,778	\$119,470
19				\$109,446	\$114,916	\$120,664
20				\$110,540	\$116,066	\$121,870
21				\$111,646	\$117,226	\$123,088
22				\$112,762	\$118,398	\$124,318
23				\$113,890	\$119,582	\$125,562
24				\$115,028	\$120,778	\$126,818

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:

Date:


6/16/25

2026-27 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/26 (per TA 6-10-2025)

Days	Annual Rates					
	I	II	III	IV	V	VI
184				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
<u>Step</u>	<u>Degree</u>	<u>& 15 Units</u>	<u>& 30 Units</u>	<u>& 45 Units</u>	<u>& 60 Units</u>	<u>& 30 Units</u>
1	\$58,359	\$61,278	\$64,341	\$67,559	\$70,936	\$74,483
2	\$60,694	\$63,728	\$66,915	\$70,262	\$73,773	\$77,462
3	\$63,121	\$66,277	\$69,592	\$73,072	\$76,724	\$80,561
4	\$65,646	\$68,928	\$72,376	\$75,996	\$79,793	\$83,783
5	\$68,271	\$71,685	\$75,271	\$79,035	\$82,986	\$87,133
6	\$71,002	\$74,551	\$78,281	\$82,196	\$86,305	\$90,618
7	\$72,954	\$76,601	\$80,434	\$84,456	\$88,679	\$93,110
8	\$74,960	\$78,708	\$82,645	\$86,778	\$91,117	\$95,671
9	\$76,833	\$80,675	\$84,712	\$88,947	\$93,395	\$98,063
10	\$78,754	\$82,691	\$86,830	\$91,172	\$95,730	\$100,514
11	\$80,723	\$84,760	\$89,001	\$93,452	\$98,124	\$103,027
12	\$82,741	\$86,879	\$91,225	\$95,789	\$100,576	\$105,603
13	\$83,775	\$87,965	\$92,366	\$96,986	\$101,833	\$106,922
14	\$84,822	\$89,065	\$93,520	\$98,199	\$103,106	\$108,258
15				\$99,182	\$104,137	\$109,340
16				\$100,173	\$105,178	\$110,433
17				\$101,174	\$106,231	\$111,537
18				\$102,186	\$107,292	\$112,652
19				\$103,207	\$108,365	\$113,778
20				\$104,240	\$109,449	\$114,915
21				\$105,283	\$110,544	\$116,065
22				\$106,335	\$111,649	\$117,226
23				\$107,399	\$112,766	\$118,398
24				\$108,474	\$113,894	\$119,582

Longevity:

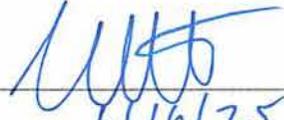
Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:


6/16/25

Date:

2026-27 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/26 (per TA 6-10-2025)

Days	Annual Rates					
	I	II	III	IV	V	VI
	Bachelors	Bachelors & 15 Units	Bachelors & 30 Units	Masters or Bachelors & 45 Units	Masters+15 Bachelors & 60 Units	Masters & 30 Units
Step	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
200						
1	\$63,434	\$66,606	\$69,936	\$73,434	\$77,104	\$80,960
2	\$65,972	\$69,270	\$72,734	\$76,372	\$80,188	\$84,198
3	\$68,610	\$72,040	\$75,644	\$79,426	\$83,396	\$87,566
4	\$71,354	\$74,922	\$78,670	\$82,604	\$86,732	\$91,068
5	\$74,208	\$77,918	\$81,816	\$85,908	\$90,202	\$94,710
6	\$77,176	\$81,034	\$85,088	\$89,344	\$93,810	\$98,498
7	\$79,298	\$83,262	\$87,428	\$91,800	\$96,390	\$101,206
8	\$81,478	\$85,552	\$89,832	\$94,324	\$99,040	\$103,990
9	\$83,514	\$87,690	\$92,078	\$96,682	\$101,516	\$106,590
10	\$85,602	\$89,882	\$94,380	\$99,100	\$104,054	\$109,254
11	\$87,742	\$92,130	\$96,740	\$101,578	\$106,656	\$111,986
12	\$89,936	\$94,434	\$99,158	\$104,118	\$109,322	\$114,786
13	\$91,060	\$95,614	\$100,398	\$105,420	\$110,688	\$116,220
14	\$92,198	\$96,810	\$101,652	\$106,738	\$112,072	\$117,672
15				\$107,806	\$113,192	\$118,848
16				\$108,884	\$114,324	\$120,036
17				\$109,972	\$115,468	\$121,236
18				\$111,072	\$116,622	\$122,448
19				\$112,182	\$117,788	\$123,672
20				\$113,304	\$118,966	\$124,908
21				\$114,438	\$120,156	\$126,158
22				\$115,582	\$121,358	\$127,420
23				\$116,738	\$122,572	\$128,694
24				\$117,906	\$123,798	\$129,980

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:



Date:

6/16/25

2027-28 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/27 (per TA 6-10-2025)

		Annual Rates					
Days	184	I	II	III	IV	V	VI
		Bachelors	Bachelors & 15 Units	Bachelors & 30 Units	Bachelors & 45 Units	Bachelors & 60 Units	Masters
Step	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units	
1	\$59,818	\$62,810	\$65,949	\$69,248	\$72,709	\$76,345	
2	\$62,210	\$65,322	\$68,588	\$72,018	\$75,618	\$79,400	
3	\$64,698	\$67,935	\$71,331	\$74,899	\$78,643	\$82,576	
4	\$67,285	\$70,652	\$74,185	\$77,895	\$81,790	\$85,878	
5	\$69,977	\$73,479	\$77,153	\$81,010	\$85,061	\$89,314	
6	\$72,776	\$76,417	\$80,239	\$84,250	\$88,464	\$92,887	
7	\$74,778	\$78,518	\$82,445	\$86,566	\$90,896	\$95,441	
8	\$76,835	\$80,678	\$84,712	\$88,947	\$93,397	\$98,065	
9	\$78,756	\$82,695	\$86,830	\$91,172	\$95,732	\$100,516	
10	\$80,724	\$84,763	\$89,001	\$93,452	\$98,125	\$103,029	
11	\$82,743	\$86,883	\$91,225	\$95,789	\$100,578	\$105,605	
12	\$84,811	\$89,054	\$93,505	\$98,182	\$103,093	\$108,245	
13	\$85,871	\$90,167	\$94,674	\$99,410	\$104,381	\$109,598	
14	\$86,944	\$91,295	\$95,857	\$100,652	\$105,686	\$110,969	
15				\$101,658	\$106,742	\$112,078	
16				\$102,674	\$107,809	\$113,199	
17				\$103,701	\$108,888	\$114,330	
18				\$104,738	\$109,977	\$115,473	
19				\$105,785	\$111,077	\$116,628	
20				\$106,843	\$112,188	\$117,795	
21				\$107,912	\$113,311	\$118,973	
22				\$108,991	\$114,444	\$120,163	
23				\$110,080	\$115,589	\$121,365	
24				\$111,180	\$116,744	\$122,579	

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:



Date:

6/16/25

2027-28 Salary Schedule for Credentialed Teachers, Speech Therapists, ROP/CTE Teachers and Nurses

Effective 7/1/27 (per TA 6-10-2025)

Annual Rates						
Days	I	II	III	IV	V	VI
200				Masters or	Masters+15	
	Bachelors	Bachelors	Bachelors	Bachelors	Bachelors	Masters
Step	Degree	& 15 Units	& 30 Units	& 45 Units	& 60 Units	& 30 Units
1	\$65,020	\$68,272	\$71,684	\$75,270	\$79,032	\$82,984
2	\$67,620	\$71,002	\$74,552	\$78,280	\$82,194	\$86,304
3	\$70,324	\$73,842	\$77,534	\$81,412	\$85,482	\$89,756
4	\$73,136	\$76,796	\$80,636	\$84,668	\$88,902	\$93,346
5	\$76,062	\$79,868	\$83,862	\$88,054	\$92,458	\$97,080
6	\$79,104	\$83,062	\$87,216	\$91,576	\$96,156	\$100,964
7	\$81,280	\$85,346	\$89,614	\$94,094	\$98,800	\$103,740
8	\$83,516	\$87,694	\$92,078	\$96,682	\$101,518	\$106,592
9	\$85,604	\$89,886	\$94,380	\$99,100	\$104,056	\$109,256
10	\$87,744	\$92,134	\$96,740	\$101,578	\$106,658	\$111,988
11	\$89,938	\$94,438	\$99,158	\$104,118	\$109,324	\$114,788
12	\$92,186	\$96,798	\$101,636	\$106,720	\$112,058	\$117,658
13	\$93,338	\$98,008	\$102,906	\$108,054	\$113,458	\$119,128
14	\$94,504	\$99,234	\$104,192	\$109,404	\$114,876	\$120,618
15				\$110,498	\$116,024	\$121,824
16				\$111,602	\$117,184	\$123,042
17				\$112,718	\$118,356	\$124,272
18				\$113,846	\$119,540	\$125,514
19				\$114,984	\$120,736	\$126,770
20				\$116,134	\$121,944	\$128,038
21				\$117,296	\$123,164	\$129,318
22				\$118,468	\$124,396	\$130,612
23				\$119,652	\$125,640	\$131,918
24				\$120,848	\$126,896	\$133,238

Longevity:

Unit members shall receive 3% longevity at 20 years of continuous service.

Unit members shall receive 3% longevity at 25 years of continuous service.

Daily Rate: 1.0 FTE Positions on this salary schedule work 7 hours per day on varying calendars.

To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval:

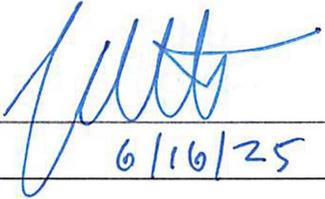
Date:


6/16/25

2025-26 Salary Schedule for Occupational and Physical Therapists
Effective 7/1/25 (per TA 6-10-2025)
Hourly and Annual Rates

Step	Hourly Rates	Full-time 200-Day Work Year * Paid for 227.33 Days	Full-time 193-Day Work Year * Paid for 220.33 Days	Full-time 182-Day Work Year * Paid for 209.33 Days
		1	\$49.83	\$90,616
2	\$51.49	\$93,643	\$90,759	\$86,228
3	\$53.10	\$96,574	\$93,600	\$88,927
4	\$54.64	\$99,373	\$96,313	\$91,505
5	\$56.15	\$102,116	\$98,972	\$94,030
6	\$57.66	\$104,858	\$101,630	\$96,556
7	\$59.06	\$107,412	\$104,104	\$98,907
8	\$60.41	\$109,871	\$106,487	\$101,171
9	\$61.71	\$112,235	\$108,779	\$103,348
10	\$62.97	\$114,523	\$110,997	\$105,455
11	\$64.18	\$116,717	\$113,123	\$107,476
12	\$65.32	\$118,798	\$115,140	\$109,392
13	\$66.44	\$120,822	\$117,101	\$111,255
14	\$67.56	\$122,864	\$119,081	\$113,136
15	\$68.64	\$124,831	\$120,988	\$114,947
16	\$69.74	\$126,836	\$122,931	\$116,793
17	\$70.69	\$128,557	\$124,599	\$118,378
18	\$71.72	\$130,430	\$126,414	\$120,103
19	\$71.72	\$130,430	\$126,414	\$120,103
20	\$72.74	\$132,284	\$128,210	\$121,809
21	\$72.74	\$132,284	\$128,210	\$121,809
22	\$73.68	\$134,005	\$129,878	\$123,394
23	\$73.68	\$134,005	\$129,878	\$123,394
24	\$74.61	\$135,688	\$131,510	\$124,944

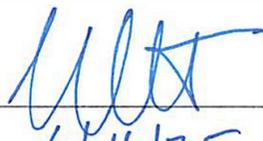
Paid days defined: work days of the calendar + 15 paid holidays + 13.33 paid vacation days

Approval: 
 Date: 6/16/25

2026-27 Salary Schedule for Occupational and Physical Therapists
Effective 7/1/26 (per TA 6-10-2025)
Hourly and Annual Rates

Step	Hourly Rates	Full-time	Full-time	Full-time
		200-Day Work Year * Paid for 227.33 Days	193-Day Work Year * Paid for 220.33 Days	182-Day Work Year * Paid for 209.33 Days
1	\$51.07	\$92,882	\$90,022	\$85,527
2	\$52.78	\$95,984	\$93,028	\$88,384
3	\$54.43	\$98,989	\$95,940	\$91,151
4	\$56.01	\$101,858	\$98,721	\$93,793
5	\$57.55	\$104,669	\$101,446	\$96,381
6	\$59.10	\$107,480	\$104,170	\$98,970
7	\$60.54	\$110,097	\$106,707	\$101,380
8	\$61.92	\$112,617	\$109,150	\$103,700
9	\$63.26	\$115,041	\$111,498	\$105,932
10	\$64.55	\$117,386	\$113,772	\$108,092
11	\$65.78	\$119,635	\$115,952	\$110,163
12	\$66.96	\$121,768	\$118,018	\$112,126
13	\$68.10	\$123,842	\$120,029	\$114,036
14	\$69.25	\$125,936	\$122,058	\$115,964
15	\$70.36	\$127,952	\$124,012	\$117,821
16	\$71.49	\$130,007	\$126,004	\$119,713
17	\$72.46	\$131,771	\$127,714	\$121,338
18	\$73.51	\$133,691	\$129,574	\$123,105
19	\$73.51	\$133,691	\$129,574	\$123,105
20	\$74.56	\$135,591	\$131,415	\$124,855
21	\$74.56	\$135,591	\$131,415	\$124,855
22	\$75.53	\$137,355	\$133,125	\$126,479
23	\$75.53	\$137,355	\$133,125	\$126,479
24	\$76.47	\$139,080	\$134,798	\$128,068

Paid days defined: work days of the calendar + 15 paid holidays + 13.33 paid vacation days

Approval: 
 Date: 6/16/25

2027-28 Salary Schedule for Occupational and Physical Therapists
Effective 7/1/27 (per TA 6-10-2025)
Hourly and Annual Rates

Step	Hourly Rates	Full-time	Full-time	Full-time
		200-Day Work Year * Paid for 227.33 Days	193-Day Work Year * Paid for 220.33 Days	182-Day Work Year * Paid for 209.33 Days
1	\$52.35	\$95,204	\$92,272	\$87,666
2	\$54.10	\$98,383	\$95,354	\$90,593
3	\$55.79	\$101,463	\$98,339	\$93,429
4	\$57.41	\$104,404	\$101,189	\$96,137
5	\$58.99	\$107,286	\$103,982	\$98,791
6	\$60.58	\$110,167	\$106,775	\$101,444
7	\$62.05	\$112,850	\$109,375	\$103,914
8	\$63.47	\$115,433	\$111,878	\$106,293
9	\$64.84	\$117,917	\$114,286	\$108,580
10	\$66.16	\$120,321	\$116,616	\$110,794
11	\$67.43	\$122,626	\$118,850	\$112,917
12	\$68.63	\$124,812	\$120,969	\$114,929
13	\$69.80	\$126,938	\$123,030	\$116,887
14	\$70.98	\$129,084	\$125,110	\$118,864
15	\$72.11	\$131,151	\$127,113	\$120,767
16	\$73.27	\$133,257	\$129,154	\$122,706
17	\$74.27	\$135,066	\$130,907	\$124,371
18	\$75.35	\$137,033	\$132,813	\$126,183
19	\$75.35	\$137,033	\$132,813	\$126,183
20	\$76.42	\$138,980	\$134,701	\$127,976
21	\$76.42	\$138,980	\$134,701	\$127,976
22	\$77.41	\$140,789	\$136,453	\$129,641
23	\$77.41	\$140,789	\$136,453	\$129,641
24	\$78.39	\$142,557	\$138,168	\$131,270

Paid days defined: work days of the calendar + 15 paid holidays + 13.33 paid vacation days

Approval: 
 Date: 6/16/25

2025-26 Salary Schedule for Child Development Permit Teachers

Effective 7/1/25 (per TA 6-10-2025)

Daily Rates

WITHOUT BACHELOR'S DEGREE				WITH BACHELOR'S DEGREE			
	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)		ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
Step	1	2	3	Step	1	2	3
1	\$196.08	\$205.87	\$216.17	1	\$199.99	\$210.00	\$220.49
2	\$202.69	\$212.83	\$223.47	2	\$206.74	\$217.09	\$227.94
3	\$209.17	\$219.63	\$230.61	3	\$213.35	\$224.03	\$235.23
4	\$215.55	\$226.32	\$237.64	4	\$219.86	\$230.85	\$242.39
5	\$221.77	\$232.86	\$244.51	5	\$226.21	\$237.52	\$249.39
6	\$227.87	\$239.27	\$251.23	6	\$232.43	\$244.06	\$256.26
7	\$233.82	\$245.52	\$257.79	7	\$238.50	\$250.43	\$262.94
8	\$239.61	\$251.60	\$264.18	8	\$244.41	\$256.63	\$269.46
9	\$245.26	\$257.53	\$270.40	9	\$250.17	\$262.67	\$275.82
10	\$250.76	\$263.29	\$276.45	10	\$255.77	\$268.56	\$281.99
11	\$256.08	\$268.88	\$282.32	11	\$261.20	\$274.26	\$287.98
12	\$261.25	\$274.31	\$288.03	12	\$266.48	\$279.80	\$293.78
13	\$261.25	\$274.31	\$288.03	13	\$266.48	\$279.80	\$293.78
14	\$266.26	\$279.57	\$293.55	14	\$271.57	\$285.15	\$299.41
15	\$266.26	\$279.57	\$293.55	15	\$271.57	\$285.15	\$299.41
16	\$271.11	\$284.65	\$298.91	16	\$276.53	\$290.35	\$304.87
17	\$271.11	\$284.65	\$298.91	17	\$276.53	\$290.35	\$304.87
18	\$275.80	\$289.60	\$304.07	18	\$281.32	\$295.39	\$310.16
19	\$275.80	\$289.60	\$304.07	19	\$281.32	\$295.39	\$310.16
20	\$280.33	\$294.35	\$309.06	20	\$285.95	\$300.24	\$315.24
21	\$280.33	\$294.35	\$309.06	21	\$285.95	\$300.24	\$315.24
22	\$284.71	\$298.95	\$313.90	22	\$290.41	\$304.93	\$320.17
23	\$284.71	\$298.95	\$313.90	23	\$290.41	\$304.93	\$320.17
24	\$288.94	\$303.39	\$318.56	24	\$294.72	\$309.46	\$324.94

1.0 FTE Positions on this salary schedule work 8 hours per day on a 200 or 223 day calendar per year.
To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval: 
Date: 6/16/25

2025-26 Salary Schedule for Child Development Permit Teachers

Effective 7/1/25 (per TA 6-10-2025)

Annual Rates

WITHOUT BACHELOR'S DEGREE

223				200			
Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>
1	\$43,725	\$45,910	\$48,205	1	\$39,215	\$41,176	\$43,234
2	\$45,200	\$47,460	\$49,834	2	\$40,536	\$42,565	\$44,693
3	\$46,644	\$48,977	\$51,426	3	\$41,834	\$43,925	\$46,121
4	\$48,067	\$50,470	\$52,993	4	\$43,110	\$45,265	\$47,527
5	\$49,455	\$51,928	\$54,526	5	\$44,356	\$46,571	\$48,902
6	\$50,815	\$53,357	\$56,024	6	\$45,574	\$47,852	\$50,246
7	\$52,141	\$54,750	\$57,487	7	\$46,765	\$49,103	\$51,557
8	\$53,434	\$56,106	\$58,912	8	\$47,924	\$50,319	\$52,835
9	\$54,693	\$57,429	\$60,300	9	\$49,052	\$51,505	\$54,079
10	\$55,919	\$58,714	\$61,649	10	\$50,151	\$52,657	\$55,291
11	\$57,106	\$59,961	\$62,958	11	\$51,215	\$53,777	\$56,467
12	\$58,259	\$61,172	\$64,230	12	\$52,250	\$54,861	\$57,606
13	\$58,259	\$61,172	\$64,230	13	\$52,250	\$54,861	\$57,606
14	\$59,375	\$62,343	\$65,461	14	\$53,248	\$55,914	\$58,708
15	\$59,375	\$62,343	\$65,461	15	\$53,248	\$55,914	\$58,708
16	\$60,458	\$63,478	\$66,656	16	\$54,219	\$56,932	\$59,779
17	\$60,458	\$63,478	\$66,656	17	\$54,219	\$56,932	\$59,779
18	\$61,504	\$64,581	\$67,808	18	\$55,161	\$57,921	\$60,815
19	\$61,504	\$64,581	\$67,808	19	\$55,161	\$57,921	\$60,815
20	\$62,513	\$65,640	\$68,920	20	\$56,066	\$58,871	\$61,813
21	\$62,513	\$65,640	\$68,920	21	\$56,066	\$58,871	\$61,813
22	\$63,491	\$66,666	\$70,000	22	\$56,941	\$59,790	\$62,781
23	\$63,491	\$66,666	\$70,000	23	\$56,941	\$59,790	\$62,781
24	\$64,434	\$67,656	\$71,039	24	\$57,789	\$60,679	\$63,711

Approval:

Date:


6/16/25

2025-26 Salary Schedule for Child Development Permit Teachers
 Effective 7/1/25 (per TA 6-10-2025)

Annual Rates

WITH BACHELOR'S DEGREE

223	ECE Assoc.	ECE	ECE Site	200	ECE Assoc.	ECE	ECE Site
Days	Teacher	Teacher	Supervisor	Days	Teacher	Teacher	Supervisor
	(Permit)	(Permit)	(Permit)		(Permit)	(Permit)	(Permit)
<u>Step</u>				<u>Step</u>			
1	\$44,598	\$46,829	\$49,169	1	\$39,998	\$41,999	\$44,099
2	\$46,104	\$48,411	\$50,831	2	\$41,349	\$43,417	\$45,586
3	\$47,577	\$49,958	\$52,456	3	\$42,672	\$44,804	\$47,046
4	\$49,028	\$51,479	\$54,054	4	\$43,971	\$46,169	\$48,479
5	\$50,445	\$52,967	\$55,615	5	\$45,241	\$47,503	\$49,877
6	\$51,832	\$54,425	\$57,145	6	\$46,488	\$48,811	\$51,250
7	\$53,185	\$55,846	\$58,635	7	\$47,698	\$50,084	\$52,589
8	\$54,504	\$57,228	\$60,089	8	\$48,881	\$51,326	\$53,894
9	\$55,789	\$58,576	\$61,507	9	\$50,033	\$52,538	\$55,162
10	\$57,036	\$59,888	\$62,884	10	\$51,154	\$53,712	\$56,398
11	\$58,248	\$61,160	\$64,219	11	\$52,241	\$54,853	\$57,595
12	\$59,425	\$62,395	\$65,513	12	\$53,294	\$55,959	\$58,756
13	\$59,425	\$62,395	\$65,513	13	\$53,294	\$55,959	\$58,756
14	\$60,561	\$63,588	\$66,769	14	\$54,314	\$57,029	\$59,882
15	\$60,561	\$63,588	\$66,769	15	\$54,314	\$57,029	\$59,882
16	\$61,666	\$64,748	\$67,987	16	\$55,307	\$58,069	\$60,975
17	\$61,666	\$64,748	\$67,987	17	\$55,307	\$58,069	\$60,975
18	\$62,735	\$65,873	\$69,165	18	\$56,264	\$59,078	\$62,031
19	\$62,735	\$65,873	\$69,165	19	\$56,264	\$59,078	\$62,031
20	\$63,766	\$66,953	\$70,299	20	\$57,190	\$60,048	\$63,049
21	\$63,766	\$66,953	\$70,299	21	\$57,190	\$60,048	\$63,049
22	\$64,762	\$67,999	\$71,398	22	\$58,084	\$60,987	\$64,035
23	\$64,762	\$67,999	\$71,398	23	\$58,084	\$60,987	\$64,035
24	\$65,723	\$69,009	\$72,461	24	\$58,946	\$61,890	\$64,986

Approval: 
 Date: 6/16/25

2026-27 Salary Schedule for Child Development Permit Teachers

Effective 7/1/26 (per TA 6-10-2025)

Daily Rates

Step	WITHOUT BACHELOR'S DEGREE			WITH BACHELOR'S DEGREE			
	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	
	1	2	3	1	2	3	
1	\$200.98	\$211.02	\$221.57	1	\$204.99	\$215.25	\$226.00
2	\$207.76	\$218.15	\$229.06	2	\$211.91	\$222.52	\$233.64
3	\$214.39	\$225.12	\$236.38	3	\$218.68	\$229.63	\$241.11
4	\$220.94	\$231.98	\$243.58	4	\$225.35	\$236.62	\$248.45
5	\$227.31	\$238.68	\$250.62	5	\$231.87	\$243.46	\$255.63
6	\$233.57	\$245.25	\$257.51	6	\$238.24	\$250.16	\$262.66
7	\$239.66	\$251.65	\$264.23	7	\$244.46	\$256.69	\$269.51
8	\$245.61	\$257.89	\$270.78	8	\$250.52	\$263.04	\$276.19
9	\$251.39	\$263.97	\$277.17	9	\$256.43	\$269.24	\$282.71
10	\$257.03	\$269.87	\$283.36	10	\$262.16	\$275.27	\$289.04
11	\$262.48	\$275.61	\$289.38	11	\$267.73	\$281.12	\$295.17
12	\$267.78	\$281.17	\$295.23	12	\$273.14	\$286.79	\$301.13
13	\$267.78	\$281.17	\$295.23	13	\$273.14	\$286.79	\$301.13
14	\$272.91	\$286.56	\$300.89	14	\$278.36	\$292.28	\$306.90
15	\$272.91	\$286.56	\$300.89	15	\$278.36	\$292.28	\$306.90
16	\$277.89	\$291.77	\$306.38	16	\$283.44	\$297.61	\$312.50
17	\$277.89	\$291.77	\$306.38	17	\$283.44	\$297.61	\$312.50
18	\$282.70	\$296.84	\$311.67	18	\$288.35	\$302.78	\$317.91
19	\$282.70	\$296.84	\$311.67	19	\$288.35	\$302.78	\$317.91
20	\$287.34	\$301.71	\$316.78	20	\$293.09	\$307.74	\$323.12
21	\$287.34	\$301.71	\$316.78	21	\$293.09	\$307.74	\$323.12
22	\$291.83	\$306.43	\$321.75	22	\$297.67	\$312.55	\$328.17
23	\$291.83	\$306.43	\$321.75	23	\$297.67	\$312.55	\$328.17
24	\$296.17	\$310.97	\$326.52	24	\$302.09	\$317.19	\$333.06

1.0 FTE Positions on this salary schedule work 8 hours per day on a 200 or 223 day calendar per year.
To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval: 
Date: 6/16/25

2026-27 Salary Schedule for Child Development Permit Teachers

Effective 7/1/26 (per TA 6-10-2025)

Annual Rates

WITHOUT BACHELOR'S DEGREE

223				200			
Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
Step	1	2	3	Step	1	2	3
1	\$44,818	\$47,058	\$49,410	1	\$40,195	\$42,205	\$44,315
2	\$46,330	\$48,647	\$51,080	2	\$41,549	\$43,629	\$45,810
3	\$47,810	\$50,201	\$52,712	3	\$42,880	\$45,023	\$47,274
4	\$49,269	\$51,732	\$54,318	4	\$44,188	\$46,397	\$48,715
5	\$50,691	\$53,226	\$55,889	5	\$45,465	\$47,735	\$50,125
6	\$52,085	\$54,691	\$57,425	6	\$46,713	\$49,048	\$51,502
7	\$53,445	\$56,119	\$58,924	7	\$47,934	\$50,331	\$52,846
8	\$54,770	\$57,509	\$60,385	8	\$49,122	\$51,577	\$54,156
9	\$56,060	\$58,865	\$61,808	9	\$50,278	\$52,793	\$55,431
10	\$57,317	\$60,182	\$63,190	10	\$51,405	\$53,973	\$56,673
11	\$58,534	\$61,460	\$64,532	11	\$52,495	\$55,121	\$57,879
12	\$59,715	\$62,701	\$65,836	12	\$53,556	\$56,233	\$59,046
13	\$59,715	\$62,701	\$65,836	13	\$53,556	\$56,233	\$59,046
14	\$60,859	\$63,902	\$67,098	14	\$54,579	\$57,312	\$60,176
15	\$60,859	\$63,902	\$67,098	15	\$54,579	\$57,312	\$60,176
16	\$61,969	\$65,065	\$68,322	16	\$55,574	\$58,355	\$61,273
17	\$61,969	\$65,065	\$68,322	17	\$55,574	\$58,355	\$61,273
18	\$63,042	\$66,196	\$69,503	18	\$56,540	\$59,369	\$62,335
19	\$63,042	\$66,196	\$69,503	19	\$56,540	\$59,369	\$62,335
20	\$64,076	\$67,281	\$70,643	20	\$57,468	\$60,343	\$63,358
21	\$64,076	\$67,281	\$70,643	21	\$57,468	\$60,343	\$63,358
22	\$65,078	\$68,333	\$71,750	22	\$58,365	\$61,285	\$64,351
23	\$65,078	\$68,333	\$71,750	23	\$58,365	\$61,285	\$64,351
24	\$66,045	\$69,347	\$72,815	24	\$59,234	\$62,196	\$65,304

Approval:

Date:


6/16/25

2026-27 Salary Schedule for Child Development Permit Teachers

Effective 7/1/26 (per TA 6-10-2025)

Annual Rates

WITH BACHELOR'S DEGREE

223				200			
Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
<u>Step</u>				<u>Step</u>			
1	\$45,713	\$48,000	\$50,398	1	\$40,998	\$43,049	\$45,201
2	\$47,257	\$49,621	\$52,102	2	\$42,383	\$44,502	\$46,726
3	\$48,766	\$51,207	\$53,767	3	\$43,739	\$45,924	\$48,222
4	\$50,254	\$52,766	\$55,405	4	\$45,070	\$47,323	\$49,691
5	\$51,706	\$54,291	\$57,005	5	\$46,372	\$48,691	\$51,124
6	\$53,128	\$55,786	\$58,574	6	\$47,650	\$50,031	\$52,531
7	\$54,515	\$57,242	\$60,101	7	\$48,890	\$51,336	\$53,904
8	\$55,867	\$58,659	\$61,591	8	\$50,103	\$52,609	\$55,241
9	\$57,184	\$60,040	\$63,045	9	\$51,284	\$53,851	\$56,541
10	\$58,462	\$61,385	\$64,456	10	\$52,433	\$55,055	\$57,808
11	\$59,704	\$62,689	\$65,824	11	\$53,547	\$56,224	\$59,035
12	\$60,911	\$63,955	\$67,151	12	\$54,626	\$57,358	\$60,225
13	\$60,911	\$63,955	\$67,151	13	\$54,626	\$57,358	\$60,225
14	\$62,075	\$65,178	\$68,438	14	\$55,672	\$58,455	\$61,379
15	\$62,075	\$65,178	\$68,438	15	\$55,672	\$58,455	\$61,379
16	\$63,208	\$66,367	\$69,687	16	\$56,690	\$59,521	\$62,499
17	\$63,208	\$66,367	\$69,687	17	\$56,690	\$59,521	\$62,499
18	\$64,303	\$67,520	\$70,894	18	\$57,671	\$60,555	\$63,582
19	\$64,303	\$67,520	\$70,894	19	\$57,671	\$60,555	\$63,582
20	\$65,360	\$68,627	\$72,056	20	\$58,620	\$61,549	\$64,625
21	\$65,360	\$68,627	\$72,056	21	\$58,620	\$61,549	\$64,625
22	\$66,381	\$69,699	\$73,183	22	\$59,536	\$62,512	\$65,636
23	\$66,381	\$69,699	\$73,183	23	\$59,536	\$62,512	\$65,636
24	\$67,366	\$70,734	\$74,273	24	\$60,420	\$63,437	\$66,611

Approval:

Date:


6/16/25

2027-28 Salary Schedule for Child Development Permit Teachers

Effective 7/1/27 (per TA 6-10-2025)

Daily Rates

WITHOUT BACHELOR'S DEGREE				WITH BACHELOR'S DEGREE			
	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)		ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
Step	1	2	3	Step	1	2	3
1	\$206.00	\$216.30	\$227.11	1	\$210.12	\$220.63	\$231.65
2	\$212.95	\$223.60	\$234.78	2	\$217.21	\$228.08	\$239.48
3	\$219.75	\$230.74	\$242.29	3	\$224.15	\$235.37	\$247.13
4	\$226.46	\$237.78	\$249.67	4	\$230.99	\$242.53	\$254.66
5	\$233.00	\$244.65	\$256.89	5	\$237.66	\$249.54	\$262.02
6	\$239.40	\$251.38	\$263.95	6	\$244.20	\$256.42	\$269.23
7	\$245.65	\$257.95	\$270.84	7	\$250.57	\$263.11	\$276.25
8	\$251.74	\$264.34	\$277.56	8	\$256.79	\$269.62	\$283.10
9	\$257.68	\$270.57	\$284.09	9	\$262.84	\$275.97	\$289.78
10	\$263.45	\$276.62	\$290.45	10	\$268.72	\$282.15	\$296.26
11	\$269.04	\$282.50	\$296.61	11	\$274.43	\$288.14	\$302.56
12	\$274.48	\$288.20	\$302.61	12	\$279.97	\$293.96	\$308.65
13	\$274.48	\$288.20	\$302.61	13	\$279.97	\$293.96	\$308.65
14	\$279.73	\$293.72	\$308.41	14	\$285.32	\$299.58	\$314.57
15	\$279.73	\$293.72	\$308.41	15	\$285.32	\$299.58	\$314.57
16	\$284.83	\$299.07	\$314.04	16	\$290.53	\$305.05	\$320.31
17	\$284.83	\$299.07	\$314.04	17	\$290.53	\$305.05	\$320.31
18	\$289.77	\$304.26	\$319.47	18	\$295.57	\$310.35	\$325.86
19	\$289.77	\$304.26	\$319.47	19	\$295.57	\$310.35	\$325.86
20	\$294.52	\$309.25	\$324.70	20	\$300.42	\$315.44	\$331.20
21	\$294.52	\$309.25	\$324.70	21	\$300.42	\$315.44	\$331.20
22	\$299.13	\$314.09	\$329.79	22	\$305.12	\$320.36	\$336.38
23	\$299.13	\$314.09	\$329.79	23	\$305.12	\$320.36	\$336.38
24	\$303.57	\$318.75	\$334.69	24	\$309.64	\$325.12	\$341.39

1.0 FTE Positions on this salary schedule work 8 hours per day on a 200 or 223 day calendar per year.
To get the annual salary multiply the daily rate by the work days in the calendar and by the FTE of the position.

Approval: 
Date: 6/16/25

2027-28 Salary Schedule for Child Development Permit Teachers

Effective 7/1/27 (per TA 6-10-2025)

Annual Rates

WITHOUT BACHELOR'S DEGREE

223				200			
Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
Step	1	2	3	Step	1	2	3
1	\$45,938	\$48,234	\$50,645	1	\$41,200	\$43,260	\$45,423
2	\$47,488	\$49,863	\$52,357	2	\$42,588	\$44,720	\$46,955
3	\$49,005	\$51,456	\$54,030	3	\$43,952	\$46,149	\$48,456
4	\$50,501	\$53,025	\$55,676	4	\$45,293	\$47,557	\$49,933
5	\$51,958	\$54,557	\$57,286	5	\$46,602	\$48,928	\$51,378
6	\$53,387	\$56,058	\$58,861	6	\$47,881	\$50,274	\$52,790
7	\$54,781	\$57,522	\$60,397	7	\$49,132	\$51,589	\$54,167
8	\$56,139	\$58,947	\$61,895	8	\$50,350	\$52,866	\$55,510
9	\$57,462	\$60,337	\$63,353	9	\$51,535	\$54,113	\$56,817
10	\$58,750	\$61,687	\$64,770	10	\$52,690	\$55,322	\$58,090
11	\$59,997	\$62,997	\$66,145	11	\$53,807	\$56,499	\$59,326
12	\$61,208	\$64,269	\$67,482	12	\$54,895	\$57,639	\$60,522
13	\$61,208	\$64,269	\$67,482	13	\$54,895	\$57,639	\$60,522
14	\$62,380	\$65,500	\$68,775	14	\$55,943	\$58,745	\$61,680
15	\$62,380	\$65,500	\$68,775	15	\$55,943	\$58,745	\$61,680
16	\$63,518	\$66,692	\$70,030	16	\$56,963	\$59,814	\$62,805
17	\$63,518	\$66,692	\$70,030	17	\$56,963	\$59,814	\$62,805
18	\$64,618	\$67,851	\$71,241	18	\$57,954	\$60,853	\$63,893
19	\$64,618	\$67,851	\$71,241	19	\$57,954	\$60,853	\$63,893
20	\$65,678	\$68,963	\$72,409	20	\$58,905	\$61,852	\$64,942
21	\$65,678	\$68,963	\$72,409	21	\$58,905	\$61,852	\$64,942
22	\$66,705	\$70,041	\$73,544	22	\$59,824	\$62,817	\$65,960
23	\$66,705	\$70,041	\$73,544	23	\$59,824	\$62,817	\$65,960
24	\$67,696	\$71,081	\$74,635	24	\$60,715	\$63,751	\$66,937

Approval:

Date:


6/16/25

2027-28 Salary Schedule for Child Development Permit Teachers

Effective 7/1/27 (per TA 6-10-2025)

Annual Rates

WITH BACHELOR'S DEGREE

223				200			
Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)	Days	ECE Assoc. Teacher (Permit)	ECE Teacher (Permit)	ECE Site Supervisor (Permit)
Step				Step			
1	\$46,856	\$49,200	\$51,658	1	\$42,023	\$44,125	\$46,331
2	\$48,438	\$50,862	\$53,405	2	\$43,443	\$45,615	\$47,894
3	\$49,985	\$52,487	\$55,111	3	\$44,832	\$47,072	\$49,428
4	\$51,510	\$54,085	\$56,790	4	\$46,197	\$48,506	\$50,933
5	\$52,999	\$55,648	\$58,430	5	\$47,531	\$49,908	\$52,402
6	\$54,456	\$57,181	\$60,038	6	\$48,841	\$51,282	\$53,844
7	\$55,878	\$58,673	\$61,604	7	\$50,112	\$52,619	\$55,252
8	\$57,264	\$60,125	\$63,131	8	\$51,356	\$53,924	\$56,622
9	\$58,614	\$61,541	\$64,621	9	\$52,566	\$55,197	\$57,955
10	\$59,924	\$62,920	\$66,067	10	\$53,744	\$56,431	\$59,253
11	\$61,197	\$64,256	\$67,470	11	\$54,886	\$57,630	\$60,511
12	\$62,434	\$65,554	\$68,830	12	\$55,992	\$58,792	\$61,731
13	\$62,434	\$65,554	\$68,830	13	\$55,992	\$58,792	\$61,731
14	\$63,627	\$66,807	\$70,149	14	\$57,064	\$59,916	\$62,913
15	\$63,627	\$66,807	\$70,149	15	\$57,064	\$59,916	\$62,913
16	\$64,788	\$68,026	\$71,429	16	\$58,107	\$61,009	\$64,061
17	\$64,788	\$68,026	\$71,429	17	\$58,107	\$61,009	\$64,061
18	\$65,911	\$69,208	\$72,666	18	\$59,113	\$62,069	\$65,172
19	\$65,911	\$69,208	\$72,666	19	\$59,113	\$62,069	\$65,172
20	\$66,994	\$70,343	\$73,857	20	\$60,086	\$63,088	\$66,241
21	\$66,994	\$70,343	\$73,857	21	\$60,086	\$63,088	\$66,241
22	\$68,041	\$71,441	\$75,013	22	\$61,024	\$64,075	\$67,277
23	\$68,041	\$71,441	\$75,013	23	\$61,024	\$64,075	\$67,277
24	\$69,050	\$72,502	\$76,130	24	\$61,931	\$65,023	\$68,276

Approval:

Date:


 6/16/25

2027-28 Salary Schedule for SEIU Classified
Effective 7/1/2027 (per TA 7/23/2025)

Hourly/Monthly/Annual Rates

Monthly and Annual Rates Based on 262 Day Calendar

Step: Range	1	2	3	4	5	6	7	8	9	10	11	12	13
<u>108</u>	\$ 18.16	\$ 18.87	\$ 19.62	\$ 20.41	\$ 21.23	\$ 21.87	\$ 22.54	\$ 23.21	\$ 23.91	\$ 24.37	\$ 24.87	\$ 25.37	\$ 25.86
	\$ 3,171.95	\$ 3,295.96	\$ 3,426.96	\$ 3,564.95	\$ 3,708.17	\$ 3,819.96	\$ 3,936.99	\$ 4,054.01	\$ 4,176.28	\$ 4,256.63	\$ 4,343.96	\$ 4,431.29	\$ 4,516.88
	\$ 38,063.36	\$ 39,551.52	\$ 41,123.52	\$ 42,779.36	\$ 44,498.08	\$ 45,839.52	\$ 47,243.84	\$ 48,648.16	\$ 50,115.36	\$ 51,079.52	\$ 52,127.52	\$ 53,175.52	\$ 54,202.56
<u>109</u>	\$ 19.06	\$ 19.81	\$ 20.62	\$ 21.45	\$ 22.30	\$ 22.97	\$ 23.67	\$ 24.37	\$ 25.10	\$ 25.62	\$ 26.14	\$ 26.65	\$ 27.16
	\$ 3,329.15	\$ 3,460.15	\$ 3,601.63	\$ 3,746.60	\$ 3,895.07	\$ 4,012.09	\$ 4,134.36	\$ 4,256.63	\$ 4,384.13	\$ 4,474.96	\$ 4,565.79	\$ 4,654.87	\$ 4,743.95
	\$ 39,949.76	\$ 41,521.76	\$ 43,219.52	\$ 44,959.20	\$ 46,740.80	\$ 48,145.12	\$ 49,612.32	\$ 51,079.52	\$ 52,609.60	\$ 53,699.52	\$ 54,789.44	\$ 55,858.40	\$ 56,927.36
<u>110</u>	\$ 20.04	\$ 20.84	\$ 21.67	\$ 22.55	\$ 23.45	\$ 24.16	\$ 24.87	\$ 25.62	\$ 26.37	\$ 26.91	\$ 27.45	\$ 28.03	\$ 28.56
	\$ 3,500.32	\$ 3,640.05	\$ 3,785.03	\$ 3,938.73	\$ 4,095.93	\$ 4,219.95	\$ 4,343.96	\$ 4,474.96	\$ 4,605.96	\$ 4,700.28	\$ 4,794.60	\$ 4,895.91	\$ 4,988.48
	\$ 42,003.84	\$ 43,680.64	\$ 45,420.32	\$ 47,264.80	\$ 49,151.20	\$ 50,639.36	\$ 52,127.52	\$ 53,699.52	\$ 55,271.52	\$ 56,403.36	\$ 57,535.20	\$ 58,750.88	\$ 59,861.76
<u>111</u>	\$ 21.03	\$ 21.89	\$ 22.75	\$ 23.67	\$ 24.64	\$ 25.36	\$ 26.13	\$ 26.91	\$ 27.71	\$ 28.28	\$ 28.86	\$ 29.41	\$ 30.00
	\$ 3,673.24	\$ 3,823.45	\$ 3,973.67	\$ 4,134.36	\$ 4,303.79	\$ 4,429.55	\$ 4,564.04	\$ 4,700.28	\$ 4,840.01	\$ 4,939.57	\$ 5,040.88	\$ 5,136.95	\$ 5,240.00
	\$ 44,078.88	\$ 45,881.44	\$ 47,684.00	\$ 49,612.32	\$ 51,645.44	\$ 53,154.56	\$ 54,768.48	\$ 56,403.36	\$ 58,080.16	\$ 59,274.88	\$ 60,490.56	\$ 61,643.36	\$ 62,880.00
<u>112</u>	\$ 22.10	\$ 22.99	\$ 23.92	\$ 24.87	\$ 25.85	\$ 26.64	\$ 27.44	\$ 28.26	\$ 29.10	\$ 29.69	\$ 30.28	\$ 30.89	\$ 31.51
	\$ 3,860.13	\$ 4,015.59	\$ 4,178.03	\$ 4,343.96	\$ 4,515.13	\$ 4,653.12	\$ 4,792.85	\$ 4,936.08	\$ 5,082.80	\$ 5,185.85	\$ 5,288.91	\$ 5,395.45	\$ 5,503.75
	\$ 46,321.60	\$ 48,187.04	\$ 50,136.32	\$ 52,127.52	\$ 54,181.60	\$ 55,837.44	\$ 57,514.24	\$ 59,232.96	\$ 60,993.60	\$ 62,230.24	\$ 63,466.88	\$ 64,745.44	\$ 66,044.96
<u>113</u>	\$ 23.24	\$ 24.17	\$ 25.11	\$ 26.14	\$ 27.16	\$ 28.03	\$ 28.86	\$ 29.71	\$ 30.59	\$ 31.22	\$ 31.83	\$ 32.48	\$ 33.13
	\$ 4,059.25	\$ 4,221.69	\$ 4,385.88	\$ 4,565.79	\$ 4,743.95	\$ 4,895.91	\$ 5,040.88	\$ 5,189.35	\$ 5,343.05	\$ 5,453.09	\$ 5,559.64	\$ 5,673.17	\$ 5,786.71
	\$ 48,711.04	\$ 50,660.32	\$ 52,630.56	\$ 54,789.44	\$ 56,927.36	\$ 58,750.88	\$ 60,490.56	\$ 62,272.16	\$ 64,116.64	\$ 65,437.12	\$ 66,715.68	\$ 68,078.08	\$ 69,440.48
<u>114</u>	\$ 24.42	\$ 25.39	\$ 26.41	\$ 27.47	\$ 28.59	\$ 29.45	\$ 30.33	\$ 31.25	\$ 32.19	\$ 32.81	\$ 33.49	\$ 34.13	\$ 34.82
	\$ 4,265.36	\$ 4,434.79	\$ 4,612.95	\$ 4,798.09	\$ 4,993.72	\$ 5,143.93	\$ 5,297.64	\$ 5,458.33	\$ 5,622.52	\$ 5,730.81	\$ 5,849.59	\$ 5,961.37	\$ 6,081.89
	\$ 51,184.32	\$ 53,217.44	\$ 55,355.36	\$ 57,577.12	\$ 59,924.64	\$ 61,727.20	\$ 63,571.68	\$ 65,500.00	\$ 67,470.24	\$ 68,769.76	\$ 70,195.04	\$ 71,536.48	\$ 72,982.72
<u>115</u>	\$ 25.70	\$ 26.72	\$ 27.76	\$ 28.90	\$ 30.06	\$ 30.94	\$ 31.85	\$ 32.81	\$ 33.81	\$ 34.48	\$ 35.16	\$ 35.88	\$ 36.61
	\$ 4,488.93	\$ 4,667.09	\$ 4,848.75	\$ 5,047.87	\$ 5,250.48	\$ 5,404.19	\$ 5,563.13	\$ 5,730.81	\$ 5,905.48	\$ 6,022.51	\$ 6,141.28	\$ 6,267.04	\$ 6,394.55
	\$ 53,867.20	\$ 56,005.12	\$ 58,184.96	\$ 60,574.40	\$ 63,005.76	\$ 64,850.24	\$ 66,757.60	\$ 68,769.76	\$ 70,865.76	\$ 72,270.08	\$ 73,695.36	\$ 75,204.48	\$ 76,734.56
<u>116</u>	\$ 27.02	\$ 28.11	\$ 29.23	\$ 30.40	\$ 31.60	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.59	\$ 36.29	\$ 37.02	\$ 37.76	\$ 38.50
	\$ 4,719.49	\$ 4,909.88	\$ 5,105.51	\$ 5,309.87	\$ 5,519.47	\$ 5,687.15	\$ 5,858.32	\$ 6,034.73	\$ 6,216.39	\$ 6,338.65	\$ 6,466.16	\$ 6,595.41	\$ 6,724.67
	\$ 56,633.92	\$ 58,918.56	\$ 61,266.08	\$ 63,718.40	\$ 66,233.60	\$ 68,245.76	\$ 70,299.84	\$ 72,416.80	\$ 74,596.64	\$ 76,063.84	\$ 77,593.92	\$ 79,144.96	\$ 80,696.00
<u>117</u>	\$ 28.42	\$ 29.52	\$ 30.73	\$ 31.96	\$ 33.23	\$ 34.22	\$ 35.23	\$ 36.30	\$ 37.41	\$ 38.16	\$ 38.92	\$ 39.67	\$ 40.46
	\$ 4,964.03	\$ 5,156.16	\$ 5,367.51	\$ 5,582.35	\$ 5,804.17	\$ 5,977.09	\$ 6,153.51	\$ 6,340.40	\$ 6,534.28	\$ 6,665.28	\$ 6,798.03	\$ 6,929.03	\$ 7,067.01
	\$ 59,568.32	\$ 61,873.92	\$ 64,410.08	\$ 66,988.16	\$ 69,650.08	\$ 71,725.12	\$ 73,842.08	\$ 76,084.80	\$ 78,411.36	\$ 79,983.36	\$ 81,576.32	\$ 83,148.32	\$ 84,804.16
<u>118</u>	\$ 29.88	\$ 31.10	\$ 32.33	\$ 33.62	\$ 34.98	\$ 36.01	\$ 37.08	\$ 38.22	\$ 39.37	\$ 40.15	\$ 40.96	\$ 41.76	\$ 42.60
	\$ 5,219.04	\$ 5,432.13	\$ 5,646.97	\$ 5,872.29	\$ 6,109.84	\$ 6,289.75	\$ 6,476.64	\$ 6,675.76	\$ 6,876.63	\$ 7,012.87	\$ 7,154.35	\$ 7,294.08	\$ 7,440.80
	\$ 62,628.48	\$ 65,185.60	\$ 67,763.68	\$ 70,467.52	\$ 73,318.08	\$ 75,476.96	\$ 77,719.68	\$ 80,109.12	\$ 82,519.52	\$ 84,154.40	\$ 85,852.16	\$ 87,528.96	\$ 89,289.60
<u>119</u>	\$ 31.45	\$ 32.71	\$ 34.01	\$ 35.38	\$ 36.78	\$ 37.88	\$ 39.03	\$ 40.19	\$ 41.41	\$ 42.23	\$ 43.08	\$ 43.94	\$ 44.82
	\$ 5,493.27	\$ 5,713.35	\$ 5,940.41	\$ 6,179.71	\$ 6,424.24	\$ 6,616.37	\$ 6,817.24	\$ 7,019.85	\$ 7,232.95	\$ 7,376.17	\$ 7,524.64	\$ 7,674.85	\$ 7,828.56
	\$ 65,919.20	\$ 68,560.16	\$ 71,284.96	\$ 74,156.48	\$ 77,090.88	\$ 79,396.48	\$ 81,806.88	\$ 84,238.24	\$ 86,795.36	\$ 88,514.08	\$ 90,295.68	\$ 92,098.24	\$ 93,942.72
<u>120</u>	\$ 33.09	\$ 34.41	\$ 35.80	\$ 37.20	\$ 38.71	\$ 39.86	\$ 41.06	\$ 42.29	\$ 43.55	\$ 44.43	\$ 45.30	\$ 46.22	\$ 47.15
	\$ 5,779.72	\$ 6,010.28	\$ 6,253.07	\$ 6,497.60	\$ 6,761.35	\$ 6,962.21	\$ 7,171.81	\$ 7,386.65	\$ 7,606.73	\$ 7,760.44	\$ 7,912.40	\$ 8,073.09	\$ 8,235.53
	\$ 69,356.64	\$ 72,123.36	\$ 75,036.80	\$ 77,971.20	\$ 81,136.16	\$ 83,546.56	\$ 86,061.76	\$ 88,639.84	\$ 91,280.80	\$ 93,125.28	\$ 94,948.80	\$ 96,877.12	\$ 98,826.40
<u>121</u>	\$ 34.81	\$ 36.20	\$ 37.65	\$ 39.14	\$ 40.71	\$ 41.95	\$ 43.20	\$ 44.49	\$ 45.84	\$ 46.74	\$ 47.67	\$ 48.64	\$ 49.60
	\$ 6,080.15	\$ 6,322.93	\$ 6,576.20	\$ 6,836.45	\$ 7,110.68	\$ 7,327.27	\$ 7,545.60	\$ 7,770.92	\$ 8,006.72	\$ 8,163.92	\$ 8,326.36	\$ 8,495.79	\$ 8,663.47
	\$ 72,961.76	\$ 75,875.20	\$ 78,914.40	\$ 82,037.44	\$ 85,328.16	\$ 87,927.20	\$ 90,547.20	\$ 93,251.04	\$ 96,080.64	\$ 97,967.04	\$ 99,916.32	\$ 101,949.44	\$ 103,961.60

Unit members shall receive 2% longevity at 15 years of continuous service.

Unit members shall receive 2% longevity at 20 years of continuous service.

Unit members shall receive 2% longevity at 25 years of continuous service.

Approval:

Date:



2026-27 Salary Schedule for SEIU Classified
Effective 7/1/2026 (per TA 7/23/2025)

Hourly/Monthly/Annual Rates

Monthly and Annual Rates Based on 261 Day Calendar

Step: Range	1	2	3	4	5	6	7	8	9	10	11	12	13
108	\$ 17.72	\$ 18.41	\$ 19.15	\$ 19.91	\$ 20.71	\$ 21.34	\$ 21.99	\$ 22.64	\$ 23.32	\$ 23.77	\$ 24.26	\$ 24.75	\$ 25.23
	\$ 3,083.28	\$ 3,203.34	\$ 3,332.10	\$ 3,464.34	\$ 3,603.54	\$ 3,713.16	\$ 3,826.26	\$ 3,939.36	\$ 4,057.68	\$ 4,135.98	\$ 4,221.24	\$ 4,306.50	\$ 4,390.02
	\$ 36,999.36	\$ 38,440.08	\$ 39,985.20	\$ 41,572.08	\$ 43,242.48	\$ 44,557.92	\$ 45,915.12	\$ 47,272.32	\$ 48,692.16	\$ 49,631.76	\$ 50,654.88	\$ 51,678.00	\$ 52,680.24
109	\$ 18.59	\$ 19.33	\$ 20.12	\$ 20.93	\$ 21.76	\$ 22.41	\$ 23.09	\$ 23.77	\$ 24.49	\$ 25.00	\$ 25.50	\$ 26.00	\$ 26.50
	\$ 3,234.66	\$ 3,363.42	\$ 3,500.88	\$ 3,641.82	\$ 3,786.24	\$ 3,899.34	\$ 4,017.66	\$ 4,135.98	\$ 4,261.26	\$ 4,350.00	\$ 4,437.00	\$ 4,524.00	\$ 4,611.00
	\$ 38,815.92	\$ 40,361.04	\$ 42,010.56	\$ 43,701.84	\$ 45,434.88	\$ 46,792.08	\$ 48,211.92	\$ 49,631.76	\$ 51,135.12	\$ 52,200.00	\$ 53,244.00	\$ 54,288.00	\$ 55,332.00
110	\$ 19.55	\$ 20.33	\$ 21.14	\$ 22.00	\$ 22.88	\$ 23.57	\$ 24.26	\$ 25.00	\$ 25.72	\$ 26.26	\$ 26.78	\$ 27.34	\$ 27.87
	\$ 3,401.70	\$ 3,537.42	\$ 3,678.36	\$ 3,828.00	\$ 3,981.12	\$ 4,101.18	\$ 4,221.24	\$ 4,350.00	\$ 4,475.28	\$ 4,569.24	\$ 4,659.72	\$ 4,757.16	\$ 4,849.38
	\$ 40,820.40	\$ 42,449.04	\$ 44,140.32	\$ 45,936.00	\$ 47,773.44	\$ 49,214.16	\$ 50,654.88	\$ 52,200.00	\$ 53,703.36	\$ 54,830.88	\$ 55,916.64	\$ 57,085.92	\$ 58,192.56
111	\$ 20.52	\$ 21.35	\$ 22.19	\$ 23.09	\$ 24.04	\$ 24.74	\$ 25.49	\$ 26.26	\$ 27.03	\$ 27.59	\$ 28.15	\$ 28.70	\$ 29.27
	\$ 3,570.48	\$ 3,714.90	\$ 3,861.06	\$ 4,017.66	\$ 4,182.96	\$ 4,304.76	\$ 4,435.26	\$ 4,569.24	\$ 4,703.22	\$ 4,800.66	\$ 4,898.10	\$ 4,993.80	\$ 5,092.98
	\$ 42,845.76	\$ 44,578.80	\$ 46,332.72	\$ 48,211.92	\$ 50,195.52	\$ 51,657.12	\$ 53,223.12	\$ 54,830.88	\$ 56,438.64	\$ 57,607.92	\$ 58,777.20	\$ 59,925.60	\$ 61,115.76
112	\$ 21.57	\$ 22.43	\$ 23.33	\$ 24.26	\$ 25.22	\$ 25.99	\$ 26.77	\$ 27.57	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.14	\$ 30.74
	\$ 3,753.18	\$ 3,902.82	\$ 4,059.42	\$ 4,221.24	\$ 4,388.28	\$ 4,522.26	\$ 4,657.98	\$ 4,797.18	\$ 4,939.86	\$ 5,039.04	\$ 5,139.96	\$ 5,244.36	\$ 5,348.76
	\$ 45,038.16	\$ 46,833.84	\$ 48,713.04	\$ 50,654.88	\$ 52,659.36	\$ 54,267.12	\$ 55,895.76	\$ 57,566.16	\$ 59,278.32	\$ 60,468.48	\$ 61,679.52	\$ 62,932.32	\$ 64,185.12
113	\$ 22.67	\$ 23.58	\$ 24.50	\$ 25.50	\$ 26.50	\$ 27.34	\$ 28.15	\$ 28.98	\$ 29.85	\$ 30.46	\$ 31.05	\$ 31.69	\$ 32.32
	\$ 3,944.58	\$ 4,102.92	\$ 4,263.00	\$ 4,437.00	\$ 4,611.00	\$ 4,757.16	\$ 4,898.10	\$ 5,042.52	\$ 5,193.90	\$ 5,300.04	\$ 5,402.70	\$ 5,514.06	\$ 5,623.68
	\$ 47,334.96	\$ 49,235.04	\$ 51,156.00	\$ 53,244.00	\$ 55,332.00	\$ 57,085.92	\$ 58,777.20	\$ 60,510.24	\$ 62,326.80	\$ 63,600.48	\$ 64,832.40	\$ 66,168.72	\$ 67,484.16
114	\$ 23.83	\$ 24.77	\$ 25.77	\$ 26.80	\$ 27.90	\$ 28.73	\$ 29.59	\$ 30.49	\$ 31.40	\$ 32.01	\$ 32.67	\$ 33.30	\$ 33.97
	\$ 4,146.42	\$ 4,309.98	\$ 4,483.98	\$ 4,663.20	\$ 4,854.60	\$ 4,999.02	\$ 5,148.66	\$ 5,305.26	\$ 5,463.60	\$ 5,569.74	\$ 5,684.58	\$ 5,794.20	\$ 5,910.78
	\$ 49,757.04	\$ 51,719.76	\$ 53,807.76	\$ 55,958.40	\$ 58,255.20	\$ 59,988.24	\$ 61,783.92	\$ 63,663.12	\$ 65,563.20	\$ 66,836.88	\$ 68,214.96	\$ 69,530.40	\$ 70,929.36
115	\$ 25.07	\$ 26.06	\$ 27.09	\$ 28.20	\$ 29.33	\$ 30.19	\$ 31.07	\$ 32.01	\$ 32.98	\$ 33.64	\$ 34.30	\$ 35.01	\$ 35.72
	\$ 4,362.18	\$ 4,534.44	\$ 4,713.66	\$ 4,906.80	\$ 5,103.42	\$ 5,253.06	\$ 5,406.18	\$ 5,569.74	\$ 5,738.52	\$ 5,853.36	\$ 5,968.20	\$ 6,091.74	\$ 6,215.28
	\$ 52,346.16	\$ 54,413.28	\$ 56,563.92	\$ 58,881.60	\$ 61,241.04	\$ 63,036.72	\$ 64,874.16	\$ 66,836.88	\$ 68,862.24	\$ 70,240.32	\$ 71,618.40	\$ 73,100.88	\$ 74,583.36
116	\$ 26.36	\$ 27.43	\$ 28.52	\$ 29.66	\$ 30.83	\$ 31.77	\$ 32.73	\$ 33.71	\$ 34.72	\$ 35.40	\$ 36.12	\$ 36.84	\$ 37.57
	\$ 4,586.64	\$ 4,772.82	\$ 4,962.48	\$ 5,160.84	\$ 5,364.42	\$ 5,527.98	\$ 5,695.02	\$ 5,865.54	\$ 6,041.28	\$ 6,159.60	\$ 6,284.88	\$ 6,410.16	\$ 6,537.18
	\$ 55,039.68	\$ 57,273.84	\$ 59,549.76	\$ 61,930.08	\$ 64,373.04	\$ 66,335.76	\$ 68,340.24	\$ 70,386.48	\$ 72,495.36	\$ 73,915.20	\$ 75,418.56	\$ 76,921.92	\$ 78,446.16
117	\$ 27.73	\$ 28.80	\$ 29.98	\$ 31.18	\$ 32.42	\$ 33.39	\$ 34.37	\$ 35.41	\$ 36.50	\$ 37.22	\$ 37.97	\$ 38.71	\$ 39.47
	\$ 4,825.02	\$ 5,011.20	\$ 5,216.52	\$ 5,425.32	\$ 5,641.08	\$ 5,809.86	\$ 5,980.38	\$ 6,161.34	\$ 6,351.00	\$ 6,476.28	\$ 6,606.78	\$ 6,735.54	\$ 6,867.78
	\$ 57,900.24	\$ 60,134.40	\$ 62,598.24	\$ 65,103.84	\$ 67,692.96	\$ 69,718.32	\$ 71,764.56	\$ 73,936.08	\$ 76,212.00	\$ 77,715.36	\$ 79,281.36	\$ 80,826.48	\$ 82,413.36
118	\$ 29.16	\$ 30.34	\$ 31.54	\$ 32.80	\$ 34.12	\$ 35.14	\$ 36.18	\$ 37.29	\$ 38.41	\$ 39.18	\$ 39.96	\$ 40.74	\$ 41.56
	\$ 5,073.84	\$ 5,279.16	\$ 5,487.96	\$ 5,707.20	\$ 5,936.88	\$ 6,114.36	\$ 6,295.32	\$ 6,488.46	\$ 6,683.34	\$ 6,817.32	\$ 6,953.04	\$ 7,088.76	\$ 7,231.44
	\$ 60,886.08	\$ 63,349.92	\$ 65,855.52	\$ 68,486.40	\$ 71,242.56	\$ 73,372.32	\$ 75,543.84	\$ 77,861.52	\$ 80,200.08	\$ 81,807.84	\$ 83,436.48	\$ 85,065.12	\$ 86,777.28
119	\$ 30.68	\$ 31.92	\$ 33.18	\$ 34.52	\$ 35.88	\$ 36.96	\$ 38.08	\$ 39.21	\$ 40.40	\$ 41.20	\$ 42.03	\$ 42.86	\$ 43.73
	\$ 5,338.32	\$ 5,554.08	\$ 5,773.32	\$ 6,006.48	\$ 6,243.12	\$ 6,431.04	\$ 6,625.92	\$ 6,822.54	\$ 7,029.60	\$ 7,168.80	\$ 7,313.22	\$ 7,457.64	\$ 7,609.02
	\$ 64,059.84	\$ 66,648.96	\$ 69,279.84	\$ 72,077.76	\$ 74,917.44	\$ 77,172.48	\$ 79,511.04	\$ 81,870.48	\$ 84,355.20	\$ 86,025.60	\$ 87,758.64	\$ 89,491.68	\$ 91,308.24
120	\$ 32.28	\$ 33.57	\$ 34.92	\$ 36.30	\$ 37.77	\$ 38.89	\$ 40.06	\$ 41.25	\$ 42.49	\$ 43.34	\$ 44.20	\$ 45.09	\$ 46.00
	\$ 5,616.72	\$ 5,841.18	\$ 6,076.08	\$ 6,316.20	\$ 6,571.98	\$ 6,766.86	\$ 6,970.44	\$ 7,177.50	\$ 7,393.26	\$ 7,541.16	\$ 7,690.80	\$ 7,845.66	\$ 8,004.00
	\$ 67,400.64	\$ 70,094.16	\$ 72,912.96	\$ 75,794.40	\$ 78,863.76	\$ 81,202.32	\$ 83,645.28	\$ 86,130.00	\$ 88,719.12	\$ 90,493.92	\$ 92,289.60	\$ 94,147.92	\$ 96,048.00
121	\$ 33.96	\$ 35.32	\$ 36.73	\$ 38.18	\$ 39.72	\$ 40.92	\$ 42.15	\$ 43.41	\$ 44.72	\$ 45.60	\$ 46.51	\$ 47.46	\$ 48.39
	\$ 5,909.04	\$ 6,145.68	\$ 6,391.02	\$ 6,643.32	\$ 6,911.28	\$ 7,120.08	\$ 7,334.10	\$ 7,553.34	\$ 7,781.28	\$ 7,934.40	\$ 8,092.74	\$ 8,258.04	\$ 8,419.86
	\$ 70,908.48	\$ 73,748.16	\$ 76,692.24	\$ 79,719.84	\$ 82,935.36	\$ 85,440.96	\$ 88,009.20	\$ 90,640.08	\$ 93,375.36	\$ 95,212.80	\$ 97,112.88	\$ 99,096.48	\$ 101,038.32

Unit members shall receive 2% longevity at 15 years of continuous service.

Unit members shall receive 2% longevity at 20 years of continuous service.

Unit members shall receive 2% longevity at 25 years of continuous service.

Approval:

Date:


7/23/25

NAPA COUNTY OFFICE OF EDUCATION
Barbara Nemko, Ph.D., Superintendent

2025-26 Salary Schedule for SEIU Classified
Effective 7/1/2025 (per TA 7/23/2025)

Hourly/Monthly/Annual Rates

Monthly and Annual Rates Based on 261 Day Calendar

Step: Range	1	2	3	4	5	6	7	8	9	10	11	12	13
108	\$ 17.28	\$ 17.96	\$ 18.68	\$ 19.43	\$ 20.21	\$ 20.82	\$ 21.46	\$ 22.09	\$ 22.76	\$ 23.19	\$ 23.67	\$ 24.15	\$ 24.62
	\$ 3,006.72	\$ 3,125.04	\$ 3,250.32	\$ 3,380.82	\$ 3,516.54	\$ 3,622.68	\$ 3,734.04	\$ 3,843.66	\$ 3,960.24	\$ 4,035.06	\$ 4,118.58	\$ 4,202.10	\$ 4,283.88
	\$36,080.64	\$37,500.48	\$39,003.84	\$40,569.84	\$42,198.48	\$43,472.16	\$44,808.48	\$46,123.92	\$47,522.88	\$48,420.72	\$49,422.96	\$50,425.20	\$51,406.56
109	\$ 18.14	\$ 18.86	\$ 19.62	\$ 20.42	\$ 21.23	\$ 21.86	\$ 22.53	\$ 23.19	\$ 23.89	\$ 24.39	\$ 24.88	\$ 25.37	\$ 25.85
	\$ 3,156.36	\$ 3,281.64	\$ 3,413.88	\$ 3,553.08	\$ 3,694.02	\$ 3,803.64	\$ 3,920.22	\$ 4,035.06	\$ 4,156.86	\$ 4,243.86	\$ 4,329.12	\$ 4,414.38	\$ 4,497.90
	\$37,876.32	\$39,379.68	\$40,966.56	\$42,636.96	\$44,328.24	\$45,643.68	\$47,042.64	\$48,420.72	\$49,882.32	\$50,926.32	\$51,949.44	\$52,972.56	\$53,974.80
110	\$ 19.07	\$ 19.83	\$ 20.62	\$ 21.47	\$ 22.32	\$ 22.99	\$ 23.67	\$ 24.39	\$ 25.10	\$ 25.62	\$ 26.12	\$ 26.68	\$ 27.19
	\$ 3,318.18	\$ 3,450.42	\$ 3,587.88	\$ 3,735.78	\$ 3,883.68	\$ 4,000.26	\$ 4,118.58	\$ 4,243.86	\$ 4,367.40	\$ 4,457.88	\$ 4,544.88	\$ 4,642.32	\$ 4,731.06
	\$39,818.16	\$41,405.04	\$43,054.56	\$44,829.36	\$46,604.16	\$48,003.12	\$49,422.96	\$50,926.32	\$52,408.80	\$53,494.56	\$54,538.56	\$55,707.84	\$56,772.72
111	\$ 20.02	\$ 20.83	\$ 21.65	\$ 22.53	\$ 23.45	\$ 24.14	\$ 24.87	\$ 25.62	\$ 26.37	\$ 26.92	\$ 27.47	\$ 28.00	\$ 28.56
	\$ 3,483.48	\$ 3,624.42	\$ 3,767.10	\$ 3,920.22	\$ 4,080.30	\$ 4,200.36	\$ 4,327.38	\$ 4,457.88	\$ 4,588.38	\$ 4,684.08	\$ 4,779.78	\$ 4,872.00	\$ 4,969.44
	\$41,801.76	\$43,493.04	\$45,205.20	\$47,042.64	\$48,963.60	\$50,404.32	\$51,928.56	\$53,494.56	\$55,060.56	\$56,208.96	\$57,357.36	\$58,464.00	\$59,633.28
112	\$ 21.04	\$ 21.88	\$ 22.77	\$ 23.67	\$ 24.61	\$ 25.36	\$ 26.11	\$ 26.89	\$ 27.70	\$ 28.26	\$ 28.82	\$ 29.40	\$ 29.99
	\$ 3,660.96	\$ 3,807.12	\$ 3,961.98	\$ 4,118.58	\$ 4,282.14	\$ 4,412.64	\$ 4,543.14	\$ 4,678.86	\$ 4,819.80	\$ 4,917.24	\$ 5,014.68	\$ 5,115.60	\$ 5,218.26
	\$43,931.52	\$45,685.44	\$47,543.76	\$49,422.96	\$51,385.68	\$52,951.68	\$54,517.68	\$56,146.32	\$57,837.60	\$59,006.88	\$60,176.16	\$61,387.20	\$62,619.12
113	\$ 22.12	\$ 23.00	\$ 23.90	\$ 24.88	\$ 25.85	\$ 26.68	\$ 27.47	\$ 28.28	\$ 29.12	\$ 29.71	\$ 30.30	\$ 30.92	\$ 31.53
	\$ 3,848.88	\$ 4,002.00	\$ 4,158.60	\$ 4,329.12	\$ 4,497.90	\$ 4,642.32	\$ 4,779.78	\$ 4,920.72	\$ 5,066.88	\$ 5,169.54	\$ 5,272.20	\$ 5,380.08	\$ 5,486.22
	\$46,186.56	\$48,024.00	\$49,903.20	\$51,949.44	\$53,974.80	\$55,707.84	\$57,357.36	\$59,048.64	\$60,802.56	\$62,034.48	\$63,266.40	\$64,560.96	\$65,834.64
114	\$ 23.24	\$ 24.17	\$ 25.14	\$ 26.15	\$ 27.22	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.64	\$ 31.23	\$ 31.88	\$ 32.49	\$ 33.14
	\$ 4,043.76	\$ 4,205.58	\$ 4,374.36	\$ 4,550.10	\$ 4,736.28	\$ 4,877.22	\$ 5,023.38	\$ 5,174.76	\$ 5,331.36	\$ 5,434.02	\$ 5,547.12	\$ 5,653.26	\$ 5,766.36
	\$48,525.12	\$50,466.96	\$52,492.32	\$54,601.20	\$56,835.36	\$58,526.64	\$60,280.56	\$62,097.12	\$63,976.32	\$65,208.24	\$66,565.44	\$67,839.12	\$69,196.32
115	\$ 24.46	\$ 25.43	\$ 26.43	\$ 27.51	\$ 28.61	\$ 29.45	\$ 30.32	\$ 31.23	\$ 32.18	\$ 32.82	\$ 33.47	\$ 34.15	\$ 34.85
	\$ 4,256.04	\$ 4,424.82	\$ 4,598.82	\$ 4,786.74	\$ 4,978.14	\$ 5,124.30	\$ 5,275.68	\$ 5,434.02	\$ 5,599.32	\$ 5,710.68	\$ 5,823.78	\$ 5,942.10	\$ 6,063.90
	\$51,072.48	\$53,097.84	\$55,185.84	\$57,440.88	\$59,737.68	\$61,491.60	\$63,308.16	\$65,208.24	\$67,191.84	\$68,528.16	\$69,885.36	\$71,305.20	\$72,766.80
116	\$ 25.72	\$ 26.76	\$ 27.82	\$ 28.93	\$ 30.08	\$ 30.99	\$ 31.93	\$ 32.88	\$ 33.87	\$ 34.54	\$ 35.24	\$ 35.94	\$ 36.65
	\$ 4,475.28	\$ 4,656.24	\$ 4,840.68	\$ 5,033.82	\$ 5,233.92	\$ 5,392.26	\$ 5,555.82	\$ 5,721.12	\$ 5,893.38	\$ 6,009.96	\$ 6,131.76	\$ 6,253.56	\$ 6,377.10
	\$53,703.36	\$55,874.88	\$58,088.16	\$60,405.84	\$62,807.04	\$64,707.12	\$66,669.84	\$68,653.44	\$70,720.56	\$72,119.52	\$73,581.12	\$75,042.72	\$76,525.20
117	\$ 27.05	\$ 28.10	\$ 29.24	\$ 30.42	\$ 31.63	\$ 32.57	\$ 33.53	\$ 34.55	\$ 35.61	\$ 36.32	\$ 37.04	\$ 37.76	\$ 38.51
	\$ 4,706.70	\$ 4,889.40	\$ 5,087.76	\$ 5,293.08	\$ 5,503.62	\$ 5,667.18	\$ 5,834.22	\$ 6,011.70	\$ 6,196.14	\$ 6,319.68	\$ 6,444.96	\$ 6,570.24	\$ 6,700.74
	\$56,480.40	\$58,672.80	\$61,053.12	\$63,516.96	\$66,043.44	\$68,006.16	\$70,010.64	\$72,140.40	\$74,353.68	\$75,836.16	\$77,339.52	\$78,842.88	\$80,408.88
118	\$ 28.44	\$ 29.60	\$ 30.77	\$ 32.00	\$ 33.29	\$ 34.28	\$ 35.30	\$ 36.38	\$ 37.47	\$ 38.22	\$ 38.99	\$ 39.75	\$ 40.55
	\$ 4,948.56	\$ 5,150.40	\$ 5,353.98	\$ 5,568.00	\$ 5,792.46	\$ 5,964.72	\$ 6,142.20	\$ 6,330.12	\$ 6,519.78	\$ 6,650.28	\$ 6,784.26	\$ 6,916.50	\$ 7,055.70
	\$59,382.72	\$61,804.80	\$64,247.76	\$66,816.00	\$69,509.52	\$71,576.64	\$73,706.40	\$75,961.44	\$78,237.36	\$79,803.36	\$81,411.12	\$82,998.00	\$84,668.40
119	\$ 29.93	\$ 31.14	\$ 32.38	\$ 33.68	\$ 35.01	\$ 36.06	\$ 37.15	\$ 38.25	\$ 39.42	\$ 40.20	\$ 41.01	\$ 41.82	\$ 42.66
	\$ 5,207.82	\$ 5,418.36	\$ 5,634.12	\$ 5,860.32	\$ 6,091.74	\$ 6,274.44	\$ 6,464.10	\$ 6,655.50	\$ 6,859.08	\$ 6,994.80	\$ 7,135.74	\$ 7,276.68	\$ 7,422.84
	\$62,493.84	\$65,020.32	\$67,609.44	\$70,323.84	\$73,100.88	\$75,293.28	\$77,569.20	\$79,866.00	\$82,308.96	\$83,937.60	\$85,628.88	\$87,320.16	\$89,074.08
120	\$ 31.49	\$ 32.75	\$ 34.07	\$ 35.41	\$ 36.85	\$ 37.94	\$ 39.08	\$ 40.25	\$ 41.45	\$ 42.29	\$ 43.12	\$ 43.99	\$ 44.88
	\$ 5,479.26	\$ 5,698.50	\$ 5,928.18	\$ 6,161.34	\$ 6,411.90	\$ 6,601.56	\$ 6,799.92	\$ 7,003.50	\$ 7,212.30	\$ 7,358.46	\$ 7,502.88	\$ 7,654.26	\$ 7,809.12
	\$65,751.12	\$68,382.00	\$71,138.16	\$73,936.08	\$76,942.80	\$79,218.72	\$81,599.04	\$84,042.00	\$86,547.60	\$88,301.52	\$90,034.56	\$91,851.12	\$93,709.44
121	\$ 33.13	\$ 34.46	\$ 35.84	\$ 37.25	\$ 38.75	\$ 39.93	\$ 41.12	\$ 42.35	\$ 43.63	\$ 44.49	\$ 45.38	\$ 46.30	\$ 47.21
	\$ 5,764.62	\$ 5,996.04	\$ 6,236.16	\$ 6,481.50	\$ 6,742.50	\$ 6,947.82	\$ 7,154.88	\$ 7,368.90	\$ 7,591.62	\$ 7,741.26	\$ 7,896.12	\$ 8,056.20	\$ 8,214.54
	\$69,175.44	\$71,952.48	\$74,833.92	\$77,778.00	\$80,910.00	\$83,373.84	\$85,858.56	\$88,426.80	\$91,099.44	\$92,895.12	\$94,753.44	\$96,674.40	\$98,574.48

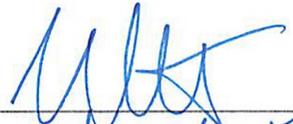
Unit members shall receive 2% longevity at 15 years of continuous service.

Unit members shall receive 2% longevity at 20 years of continuous service.

Unit members shall receive 2% longevity at 25 years of continuous service.

Approval:

Date:


7/23/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Salary Schedule
for Napa Association Pupil Services (NAPS)
Effective 7/1/25

Step	ANNUAL	DAILY	HOURLY
1	\$97,836.57	\$531.72	\$ 70.90
2	\$101,101.78	\$549.47	\$ 73.26
3	\$104,273.50	\$566.70	\$ 75.56
4	\$107,348.31	\$583.41	\$ 77.79
5	\$110,322.80	\$599.58	\$ 79.94
6	\$113,196.96	\$615.20	\$ 82.03
7	\$115,968.51	\$630.26	\$ 84.04
8	\$118,639.73	\$644.78	\$ 85.97
9	\$121,206.07	\$658.73	\$ 87.83
10	\$123,670.94	\$672.12	\$ 89.62
11	\$126,036.62	\$684.98	\$ 91.33
12	\$128,300.83	\$697.29	\$ 92.97
13	\$128,300.83	\$697.29	\$ 92.97
14	\$130,468.14	\$709.07	\$ 94.54
15	\$130,468.14	\$709.07	\$ 94.54
16	\$132,539.67	\$720.32	\$ 96.04
17	\$132,539.67	\$720.32	\$ 96.04
18	\$134,517.73	\$731.07	\$ 97.48
19	\$134,517.73	\$731.07	\$ 97.48
20	\$136,405.71	\$741.34	\$ 98.84
21	\$136,405.71	\$741.34	\$ 98.84
22	\$138,205.91	\$751.12	\$ 100.15
23	\$138,205.91	\$751.12	\$ 100.15
24	\$139,919.46	\$760.43	\$ 101.39

Plus 3% longevity increment after 20 years of service
Plus 3% longevity increment after 25 years of service

Work Year: 184 Days, 7.5 Hours Per Day

Approval:

Date:


7/23/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Classified Management Salary Schedule

Effective 7/1/25

Hourly Rates

Step:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
Range													
113	\$ 100.90	\$ 104.42	\$ 107.57	\$ 110.78	\$ 114.13	\$ 117.54	\$ 121.07	\$ 124.70	\$ 127.81	\$ 130.37	\$ 132.97	\$ 135.64	\$ 138.34
112	\$ 91.84	\$ 95.05	\$ 97.90	\$ 100.84	\$ 103.88	\$ 106.98	\$ 110.20	\$ 113.51	\$ 116.33	\$ 118.65	\$ 121.02	\$ 123.46	\$ 125.92
111	\$ 83.57	\$ 86.49	\$ 89.09	\$ 91.75	\$ 94.52	\$ 97.34	\$ 100.27	\$ 103.27	\$ 105.84	\$ 107.96	\$ 110.13	\$ 112.34	\$ 114.59
110	\$ 77.40	\$ 80.12	\$ 82.51	\$ 85.00	\$ 87.55	\$ 90.17	\$ 92.87	\$ 95.67	\$ 98.06	\$ 100.02	\$ 102.02	\$ 104.04	\$ 106.14
109	\$ 70.63	\$ 73.10	\$ 75.29	\$ 77.54	\$ 79.87	\$ 82.28	\$ 84.74	\$ 87.29	\$ 89.46	\$ 91.26	\$ 93.08	\$ 94.94	\$ 96.82
108	\$ 62.81	\$ 65.00	\$ 66.97	\$ 68.96	\$ 71.02	\$ 73.15	\$ 75.35	\$ 77.62	\$ 79.56	\$ 81.14	\$ 82.77	\$ 84.44	\$ 86.10
107	\$ 57.04	\$ 59.04	\$ 60.81	\$ 62.65	\$ 64.51	\$ 66.44	\$ 68.45	\$ 70.50	\$ 72.26	\$ 73.73	\$ 75.18	\$ 76.68	\$ 78.22
106	\$ 51.79	\$ 53.62	\$ 55.21	\$ 56.87	\$ 58.58	\$ 60.33	\$ 62.14	\$ 64.01	\$ 65.61	\$ 66.91	\$ 68.26	\$ 69.61	\$ 71.01
105	\$ 46.99	\$ 48.64	\$ 50.09	\$ 51.58	\$ 53.13	\$ 54.74	\$ 56.37	\$ 58.08	\$ 59.53	\$ 60.72	\$ 61.93	\$ 63.16	\$ 64.44
104	\$ 42.60	\$ 44.09	\$ 45.42	\$ 46.79	\$ 48.20	\$ 49.64	\$ 51.13	\$ 52.66	\$ 53.98	\$ 55.06	\$ 56.15	\$ 57.27	\$ 58.41
103	\$ 38.60	\$ 39.96	\$ 41.14	\$ 42.38	\$ 43.67	\$ 44.97	\$ 46.31	\$ 47.70	\$ 48.91	\$ 49.87	\$ 50.89	\$ 51.91	\$ 52.93
102b	\$ 36.77	\$ 38.06	\$ 39.20	\$ 40.38	\$ 41.59	\$ 42.84	\$ 44.12	\$ 45.45	\$ 46.59	\$ 47.51	\$ 48.48	\$ 49.44	\$ 50.42
102	\$ 34.94	\$ 36.17	\$ 37.26	\$ 38.39	\$ 39.52	\$ 40.71	\$ 41.93	\$ 43.19	\$ 44.27	\$ 45.16	\$ 46.07	\$ 46.98	\$ 47.91
101	\$ 31.62	\$ 32.72	\$ 33.69	\$ 34.72	\$ 35.76	\$ 36.82	\$ 37.93	\$ 39.06	\$ 40.04	\$ 40.83	\$ 41.66	\$ 42.49	\$ 43.34

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

Approval:

Date:



 7/7/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Classified Management Salary Schedule

Effective 7/1/25

Annual Rates

Calendar Days: 261

Step:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
Range													
113	\$210,680.87	\$218,020.61	\$224,600.31	\$231,310.31	\$238,302.60	\$245,425.19	\$252,786.64	\$260,365.25	\$266,858.09	\$272,221.75	\$277,650.55	\$283,209.64	\$288,855.59
112	\$191,766.93	\$198,455.21	\$204,405.18	\$210,550.58	\$216,891.42	\$223,384.26	\$230,094.26	\$236,999.69	\$242,906.23	\$247,748.72	\$252,699.78	\$257,781.14	\$262,927.64
111	\$174,503.35	\$180,583.60	\$186,012.40	\$191,571.49	\$197,347.74	\$203,254.27	\$209,356.24	\$215,631.94	\$220,995.59	\$225,425.49	\$229,942.25	\$234,567.59	\$239,258.07
110	\$161,604.52	\$167,293.90	\$172,288.40	\$177,478.33	\$182,798.55	\$188,270.78	\$193,916.74	\$199,758.12	\$204,752.62	\$208,835.08	\$213,026.11	\$217,238.86	\$221,625.33
109	\$147,467.92	\$152,636.14	\$157,196.33	\$161,908.53	\$166,772.74	\$171,810.66	\$176,935.45	\$182,255.67	\$186,794.15	\$190,550.88	\$194,351.04	\$198,238.06	\$202,168.51
108	\$131,138.09	\$135,720.00	\$139,824.17	\$143,993.49	\$148,293.10	\$152,744.72	\$157,326.62	\$162,060.54	\$166,121.28	\$169,421.99	\$172,831.28	\$176,305.71	\$179,780.14
107	\$119,107.87	\$123,277.19	\$126,968.77	\$130,812.36	\$134,699.39	\$138,716.70	\$142,929.45	\$147,207.34	\$150,877.21	\$153,939.05	\$156,979.18	\$160,106.17	\$163,320.02
106	\$108,141.70	\$111,963.57	\$115,286.00	\$118,738.71	\$122,321.72	\$125,969.88	\$129,748.32	\$133,657.06	\$137,001.20	\$139,715.60	\$142,516.86	\$145,339.83	\$148,271.39
105	\$ 98,109.27	\$101,561.99	\$104,580.40	\$107,707.39	\$110,942.96	\$114,287.10	\$117,696.38	\$121,279.39	\$124,297.80	\$126,773.34	\$129,314.02	\$131,876.41	\$134,547.38
104	\$ 88,945.46	\$ 92,050.73	\$ 94,830.28	\$ 97,696.68	\$100,649.95	\$103,646.65	\$106,751.92	\$109,944.06	\$112,701.89	\$114,960.27	\$117,240.36	\$119,585.61	\$121,952.56
103	\$ 80,606.82	\$ 83,429.80	\$ 85,905.33	\$ 88,489.44	\$ 91,182.12	\$ 93,896.52	\$ 96,697.79	\$ 99,607.62	\$102,126.59	\$104,124.38	\$106,252.47	\$108,380.56	\$110,508.65
102b	\$ 76,784.95	\$ 79,477.63	\$ 81,855.45	\$ 84,320.12	\$ 86,849.94	\$ 89,444.91	\$ 92,126.74	\$ 94,895.42	\$ 97,284.10	\$ 99,205.89	\$101,225.40	\$103,234.06	\$105,275.29
102	\$ 72,963.07	\$ 75,525.47	\$ 77,805.56	\$ 80,150.80	\$ 82,517.76	\$ 84,993.29	\$ 87,555.69	\$ 90,183.23	\$ 92,441.61	\$ 94,287.40	\$ 96,198.34	\$ 98,087.56	\$100,041.93
101	\$ 66,014.21	\$ 68,316.02	\$ 70,335.53	\$ 72,485.34	\$ 74,656.86	\$ 76,871.81	\$ 79,195.33	\$ 81,562.29	\$ 83,603.52	\$ 85,253.88	\$ 86,991.09	\$ 88,728.31	\$ 90,487.24

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

Approval:



 Date: 7/7/25

Date:

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Certificated Management Salary Schedule

Effective 7/1/25

Annual Rates

Calendar Days: 210

Step:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
Range													
107	\$119,107.87	\$123,277.19	\$126,968.77	\$130,812.36	\$134,699.39	\$138,716.70	\$142,929.45	\$147,207.34	\$150,877.21	\$153,939.05	\$156,979.18	\$160,106.17	\$163,320.02
106	\$108,141.70	\$111,963.57	\$115,286.00	\$118,738.71	\$122,321.72	\$125,969.88	\$129,748.32	\$133,657.06	\$137,001.20	\$139,715.60	\$142,516.86	\$145,339.83	\$148,271.39
105	\$ 98,109.27	\$101,561.99	\$104,580.40	\$107,707.39	\$110,942.96	\$114,287.10	\$117,696.38	\$121,279.39	\$124,297.80	\$126,773.34	\$129,314.02	\$131,876.41	\$134,547.38
104	\$ 88,945.46	\$ 92,050.73	\$ 94,830.28	\$ 97,696.68	\$100,649.95	\$103,646.65	\$106,751.92	\$109,944.06	\$112,701.89	\$114,960.27	\$117,240.36	\$119,585.61	\$121,952.56
103	\$ 80,606.82	\$ 83,429.80	\$ 85,905.33	\$ 88,489.44	\$ 91,182.12	\$ 93,896.52	\$ 96,697.79	\$ 99,607.62	\$102,126.59	\$104,124.38	\$106,252.47	\$108,380.56	\$110,508.65
102b	\$ 76,784.95	\$ 79,477.63	\$ 81,855.45	\$ 84,320.12	\$ 86,849.94	\$ 89,444.91	\$ 92,126.74	\$ 94,895.42	\$ 97,284.10	\$ 99,205.89	\$101,225.40	\$103,234.06	\$105,275.29
102	\$ 72,963.07	\$ 75,525.47	\$ 77,805.56	\$ 80,150.80	\$ 82,517.76	\$ 84,993.29	\$ 87,555.69	\$ 90,183.23	\$ 92,441.61	\$ 94,287.40	\$ 96,198.34	\$ 98,087.56	\$100,041.93
101	\$ 66,014.21	\$ 68,316.02	\$ 70,335.53	\$ 72,485.34	\$ 74,656.86	\$ 76,871.81	\$ 79,195.33	\$ 81,562.29	\$ 83,603.52	\$ 85,253.88	\$ 86,991.09	\$ 88,728.31	\$ 90,487.24

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

Approval:

Date:



 7/7/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Certificated Management Salary Schedule

Effective 7/1/25

Annual Rates

Calendar Days: 220

Step:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
Range													
113	\$210,680.87	\$218,020.61	\$224,600.31	\$231,310.31	\$238,302.60	\$245,425.19	\$252,786.64	\$260,365.25	\$266,858.09	\$272,221.75	\$277,650.55	\$283,209.64	\$288,855.59
112	\$191,766.93	\$198,455.21	\$204,405.18	\$210,550.58	\$216,891.42	\$223,384.26	\$230,094.26	\$236,999.69	\$242,906.23	\$247,748.72	\$252,699.78	\$257,781.14	\$262,927.64
111	\$174,503.35	\$180,583.60	\$186,012.40	\$191,571.49	\$197,347.74	\$203,254.27	\$209,356.24	\$215,631.94	\$220,995.59	\$225,425.49	\$229,942.25	\$234,567.59	\$239,258.07
110	\$161,604.52	\$167,293.90	\$172,288.40	\$177,478.33	\$182,798.55	\$188,270.78	\$193,916.74	\$199,758.12	\$204,752.62	\$208,835.08	\$213,026.11	\$217,238.86	\$221,625.33
109	\$147,467.92	\$152,636.14	\$157,196.33	\$161,908.53	\$166,772.74	\$171,810.66	\$176,935.45	\$182,255.67	\$186,794.15	\$190,550.88	\$194,351.04	\$198,238.06	\$202,168.51
108	\$131,138.09	\$135,720.00	\$139,824.17	\$143,993.49	\$148,293.10	\$152,744.72	\$157,326.62	\$162,060.54	\$166,121.28	\$169,421.99	\$172,831.28	\$176,305.71	\$179,780.14

Plus 3% longevity increment after 20 years of service in an NCOE management position

Plus 3% longevity increment after 25 years of service in an NCOE management position

Approval:

Date:



 7/7/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Classified Senior Management Salary Schedule

Effective 7/1/25

Annual Rates Calendar Days: 220

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
113	Deputy Superintendent	\$ 957.64	\$ 991.00	\$ 1,020.91	\$ 1,051.41	\$ 1,083.19	\$ 1,115.57	\$ 1,149.03	\$ 1,183.48	\$ 1,212.99	\$ 1,237.37	\$ 1,262.05	\$ 1,287.32	\$ 1,312.98
112	Associate Superintendent	\$ 871.67	\$ 902.07	\$ 929.11	\$ 957.05	\$ 985.87	\$ 1,015.38	\$ 1,045.88	\$ 1,077.27	\$ 1,104.12	\$ 1,126.13	\$ 1,148.64	\$ 1,171.73	\$ 1,195.13
111	Administrator of Human Resources	\$ 793.20	\$ 820.83	\$ 845.51	\$ 870.78	\$ 897.04	\$ 923.88	\$ 951.62	\$ 980.15	\$ 1,004.53	\$ 1,024.66	\$ 1,045.19	\$ 1,066.22	\$ 1,087.54
110	Director of Fiscal Services	\$ 734.57	\$ 760.43	\$ 783.13	\$ 806.72	\$ 830.90	\$ 855.78	\$ 881.44	\$ 907.99	\$ 930.69	\$ 949.25	\$ 968.30	\$ 987.45	\$ 1,007.39

Plus 3% longevity increment after 20 years of service in an NCOE management position.

Plus 3% longevity increment after 25 years of service in an NCOE management position.

Approval:



 Date: 7/7/25

Date:

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Certificated Superintendent Salary Schedule

Effective 7/1/25

Annual Rate - 224 Day Calendar

Step:	<u>1</u>
Range	
1	\$299,988.93

Approval:



Date:

7/7/25

NAPA COUNTY OFFICE OF EDUCATION

2025-26 Certificated Superintendent Salary Schedule

Effective 8/1/25
Annual Rate - 224 Day Calendar

Step:	<u>1</u>
Range	
1	\$288,855.60

Approval:



Date:

7/23/25
